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## SIXTEENTH BIENNIAL REPORT

OF THE

## Bureau of Labor Statistics

FOR THE

## STATE OF IOWA

For the Biennial Period 1912-1913

A. L. URICK, Commissioner



DES MOINES  
ROBERT HENDERSON, STATE PRINTER  
1914



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LETTER OF TRANSMITTAL.

STATE OF IOWA,  
OFFICE OF  
COMMISSIONER OF LABOR STATISTICS.

Des Moines, October 1, 1914.

HON. GEORGE W. CLARKE, Governor of Iowa.

SIR—In compliance with Section 2470, Chapter 8, Supplement to the Code of 1907, I have the honor herewith to transmit to you the Sixteenth Biennial Report of this department.

Very respectfully,

A. L. URICK,

*Commissioner.*



OFFICIALS OF THE IOWA BUREAU OF LABOR  
STATISTICS.

A. L. URICK, Commissioner,  
ALFRED SHEPHERD, Deputy Commissioner,  
H. H. BYE, Factory Inspector,  
J. D. SEAMAN, Factory Inspector,  
ELLEN M. ROURKE, Factory Inspector,  
JOHN E. NORDSKOG, Department Clerk,  
PAULINE MARCUS, Department Clerk.

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ACKNOWLEDGMENTS.

In presenting this report, grateful acknowledgment is made for the universal courtesy extended and assistance rendered by all persons with whom the officials of this department came in contact in performance of the duties of the Bureau of Labor Statistics. Especial acknowledgment is made of the valuable services rendered by Mrs. Anna Burdick and Miss Louise Moore, who so kindly aided in the tabulation and analysis of vocational training tables. To the field and office force, I owe a debt of gratitude for their faithful performance of duty, always done in a spirit of earnestness in promoting the efficiency of the department.

A. L. URICK.



## INTRODUCTORY.

This, the Sixteenth Biennial Report of the Bureau of Labor Statistics, was compiled as provided for by Section 2470 of the supplement to the Code of 1907, which reads as follows:

Sec. 2470. **Duties—report.** The duties of said commissioner shall be to collect, assort, systematize and present in biennial reports to the governor statistical details relating to all departments of labor in the state, especially in its relations to the commercial, social, educational and sanitary conditions of the laboring classes, the means of escape from, and the protection of life and health in factories, the employment of children, the number of hours of labor exacted from them and from women, and to the permanent prosperity of the mechanical, manufacturing and productive industries of the state; and he shall, as fully as practicable, collect such information and reliable reports from each county in the state, the amount and condition of the mechanical and manufacturing interests, the value and location of the various manufacturing and coal productions of the state, also sites offering natural or acquired advantages for the profitable location and operation of different branches of industry; he shall, by correspondence with interested parties in other parts of the United States, impart to them such information as may tend to induce the location of mechanical and producing plants within the state, together with such other information as shall tend to increase the productions, and consequent employment of producers; and in said biennial report he shall give a statement of the business of the bureau since the last regular report, and shall compile and publish therein such information as may be considered of value to the industrial interests of the state, the number of laborers and mechanics employed, the number of apprentices in each trade, with the nativity of such laborers, mechanics' and apprentices' wages earned, the savings from the same, with age and sex of laborers employed, the number and character of accidents, the sanitary condition of institutions where labor is employed, the restrictions, if any, which are put upon apprentices when indentured, the proportion of the married laborers and mechanics who live in rented houses, with the average annual rental, and the value of property owned by laborers and mechanics; and he shall include in such report what progress has been made with schools now in operation for the instruction of students in the mechanic arts, and what systems have been found most practical, with details thereof. Such reports shall not contain more than six hundred printed pages, and shall be of the number, and distributed in the manner, provided by law. (Twentieth G. A., Ch. 132, Sec. 5.) (Twenty-ninth G. A., Ch. 97, Sec. 1.) (Thirty-first G. A., Ch. 102, Sec. 2.)



It is not the intent to represent this report as a full compliance with the section quoted, for to fully comply would require an office and field force many times that provided the bureau. Almost the entire report is as complete a departure from former methods of compilation, as are the methods and forms used in gathering data. Of the entire law relating to the bureau, no part was kept in mind more distinctly than the following "impart to them (interested parties outside Iowa) such information as shall tend to increase the productions, and consequent employment of producers." This was conceived to be the central thought of the law, all other features applying only to details for the consummation of the main thought. The great natural resources of Iowa, her soil and the products thereof, her minerals, clays and running streams must be utilized to the best advantage and for the conservation of her present and prospective citizens. It was made the duty of the Commissioner of Labor to compile data showing the extent and condition of mechanics and manufacturers as a means of encouraging those now engaged in these industries, and also to induce others to become interested in Iowa's resources and prosperity.

Particular stress is laid on the duty of the Commissioner to report in every detail on the conditions of the wage-earner, thus showing conclusively that it was not alone the aim of the legislature to increase productions and employment of producers, but that their concern was equally for the quality of the men and women employed, and to promote conditions and environments conducive of high quality.

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#### STATISTICS OF MANUFACTURE.

The tables under this heading show the great diversity of products manufactured in Iowa. The classifications are as near those used by the United States Census bureau as possible. In some of the classifications, the class of goods produced is quite distinctly identified; in others again the great variety of products is to no extent indicated. As an illustration, under "Foundry and Machine Shop Products" are included a great number of products, running all the way from steel cars, gas and traction engines, car wheels, etc., to music stands. This enumeration indicates the immense variety of Iowa production.

In the analysis preceding the tables, an estimate is made of the total output on the basis of the 1,325 establishments reporting,

which shows the great value of our manufacturing industries in changing raw materials into commodities of enhanced value and usefulness. No estimate was made of total stock and materials used, but the relative importance is indicated by the amounts used by the establishments reporting. Iowa produces immense quantities of raw materials. The more of these changed into finished products within our own boundaries, the greater will be our prosperity.

Statistics covering these industries should be valuable in showing to the world the resources at our command, what we are doing with them and, further, what can be done by energetic, resourceful and practical men.

The statistics of employment in manufacture are the most complete ever gathered in Iowa, and can safely be said to be fully representative of all wage-earners employed in factories of the state.

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#### FACTORY INSPECTION.

Factory inspection can be said to be the positive interest of the state in the conservation of the life, limb and health of the wage earner. Table I shows in detail the conditions relating to safety and health of 2,144 establishments at the time of original inspection by the present force of the Bureau of Labor. Table II gives in detail what was done to correct defects, while Table III gives the hours of employment for the same establishments. The table on accidents follows and is important as a study in connection with factory inspection. The experience of all nations has been that a great per cent of accidents in factories can be avoided by the exercise of care and the safeguarding of all possible places of danger. The proper education and discipline of employers and employes in their respective responsibilities in providing and maintaining safety devices and the observance of strict rules of safety is a large incident to accident prevention. The well qualified factory inspector must not only be able to see places of danger, but he must be able to teach methods and means of producing results in accident prevention. Every accident is the result of some cause, whether evident or obscure, yet a cause nevertheless. The cause which results in an accident at one time or place is apt to cause another accident under similar circumstances and conditions. The factory inspector, because of his great opportunity for



observation and study, should become an expert in cause and effect, and thus become doubly valuable and helpful to both employers and employes.

#### SPECIAL INVESTIGATION OF WOMEN WAGE-EARNERS.

The tables under the above subject will be found highly interesting. Aside from conditions of employment, hours of labor, wages, amount contributed to family and expense of living of those not at home, exceptionally interesting data is given with relation to school experience. In the analysis no tables were made which would indicate effect of school experience on wages. Lack of time is the excuse for this important omission.

#### FARM LABOR.

Table on this subject is included to indicate a condition. In other tables are given wages and other conditions of wage-earners in factories, stores, hotels and restaurants and of the organized workers. The farm laborer was considered altogether too important a factor to be ignored in indicating wage conditions. Through the kindness of Secretary A. E. Corey of the State Board of Agriculture in furnishing material, a self-explanatory table of great interest is presented.

#### EMPLOYMENT BUREAUS.

The great number of persons applying to employment bureaus for help in securing work is almost alarming, especially when it is recognized that the class of labor which patronizes the employment bureau is almost wholly distinct from factory labor in which a considerable irregularity of employment is noted under statistics of manufacture. The problem of unemployment in Iowa, aside from exceptional periods of depression, appears to be largely one of distribution, not having reached the stage of congestion so often found in great industrial centers. Some plan of direction should be undertaken by the state to get together the employer needing help and the employe needing work.

#### ARBITRATION AND CONCILIATION.

At this writing, two cases have been investigated under the Arbitration Act. Only one of these is reported in this issue because the biennial period covered by this report ends December 31, 1913.

#### LABOR ORGANIZATIONS.

The tables on labor organizations are self-explanatory. Those on membership are nearly complete in totals. The table on wages and hours is far from what it should be, representing as it does less than fifty per cent of the organizations of the state. A form of tabulation was planned far more precise, comprehensive and valuable than the one used—Table III—but had to be abandoned because so many organizations failed to report, while others reported so late that abandonment of plan was compulsory.

#### INDUSTRIAL AND VOCATIONAL TRAINING.

This part of the report is a complete departure from anything ever attempted by this bureau. The appointment of a committee by the State Teachers' Association to investigate the subject, and their lack of means to reach employers of labor and labor organizations, and some conditions that were brought out by the special investigation of store and hotel and restaurant employes is largely responsible for the investigation made. If justification were needed, it could easily be found in the fact that 422 establishments of the state, which report the employment of 40,134 persons, claimed only 951 employes in actual training for positions of advanced skill and for positions of foremen, superintendents and department heads. This is a condition that should be generally known, and the responsibility is upon the state to find the means of more practical training in industry and thus make Iowa as well known from a mechanical and manufacturing standpoint as she is now known as an agricultural state.

#### RECOMMENDATIONS.

*Boiler Inspection.* The only provision of Iowa statutes relating to boiler inspection is contained in Section 5026 of the Code of 1897, that "any person owning or operating steam boilers in this state shall provide the same with steam gauge, safety valve and water gauge, and shall keep the same in good order." Aside from these three features the state makes two provisions to safeguard against the many dangers incident to defective and improperly installed boilers. Casualty companies before assuring risks make an inspection, this, however, covers only boilers where application is made for insurance. Where a boiler is rejected by an insurance company as a bad risk, the owner, if so disposed, may continue its



use regardless of the hazard to employees. In some cases competent men are in charge of boilers. These can make a satisfactory inspection. But in many cases incompetent men are in charge of uninspected boilers that are a menace to life and limb. Almost weekly this Bureau is in receipt of requests for boiler inspection, from persons who assume the state looks after such an important safety factor. Many communications are also received from manufacturers in other states asking for Iowa Boiler Specifications and rules of inspection. Many of these are surprised to learn that Iowa is negligent in so important a matter. A first-class boiler inspection law based on the best experience of other states should be enacted.

*Building Inspection.* Call after call is made on this Bureau for the inspection of buildings, especially school buildings, theaters and moving picture houses, although all classes of buildings are included in the list considered unsafe and for which inspection is sought. The only inspection of buildings now provided for by the state either during or after construction is with relation to sanitation and fire risks. It is true cities and towns may provide for inspection, yet in many cases local authorities hesitate to do anything. This permits extremely dangerous conditions in many instances.

Iowa is among progressive states in character of buildings erected during recent years, and will undoubtedly keep in line with modern building construction. We now have a number of ten, twelve and fourteen story buildings of modern construction, which are more dangerous to the men engaged in construction than were the ordinary buildings of the past. To provide against the increased hazard of modern construction and against dangers from defective buildings already erected, there should be provided a builders' code, and inspectors with power of enforcing reasonable provisions of safety to life, limb and property.

*Sanitation and Ventilation.* "Safety first" is everywhere the watch word, and, as ever greater consideration is given this humane and economic slogan, the effect of good or poor sanitation and of good or poor ventilation upon the worker in relation to number and degree of accidents is more generally recognized. It is because of this recognition that progressive states are enacting more exacting laws on sanitation and ventilation and are adding to inspection departments doctors and sanitary experts who are competent to examine both quality and quantity of air in work rooms, the effects of different dusts and gases upon the workers,

and the best means of relief. Iowa has made some provisions along this line, and with its great progress and diversity of manufacture cannot afford to lie behind. Safety is now considered an economy by employers, and everything that tends toward greater safety is a step toward greater economy, therefore legislation should be enacted or rules adopted that will provide an abundance of pure air and the best sanitary condition in the industrial establishments of the state.

*Fire Escapes.* The fire escape law needs revision to bring it into harmony with modern conditions. Though faultily enacted it well served the purpose intended. However, conditions have greatly changed since its enactment. Its shortcomings are many, but only a few citations are necessary to show sufficient defects to demand a revision. To illustrate: A hotel ten or more stories in height, covering a quarter block 132 feet square, if not fire-proof in construction must put up one stairway fire escape and six ladder escapes. A hotel three stories in height can be compelled to erect the same number and class of escapes. It is self-evident that the provision of one escape for each 2,500 superficial feet of area is a mistake. The ten story hotel when filled will furnish more than three times the number of persons per escape than does the three story building. In the above illustration of a non-fire-proof hotel but one stairway fire escape can be legally enforced. However, on a fire-proof hotel of the same dimensions and employing forty persons the law provides in addition to a number of ladder escapes "at least two or such number of above described outside stairways as the chief of the fire department, or the mayor of any city or town where no such chief of fire department exists, may determine." There are other defects but the above is deemed sufficient to indicate the need for revision. The section relating to doors swinging outwards, should be extended to include stores and factories in which great numbers of persons are engaged or congregate. Modern inclosed fire escapes should also be recognized as more serviceable under certain conditions than the outside escapes, now the only ones legally permitted.

#### ACCIDENT REPORTS AND STANDARD OF SAFETY— CONSOLIDATION OF DEPARTMENTS.

The Thirty-Fifth General Assembly provided for the report of accidents lasting or liable to last four days or longer to the Bureau of Labor. It also provided for the report of all accidents to the



newly created Industrial Commissioner. The Industrial Commissioner must have such reports for purposes of adjustment of compensation for accident and as a guide in determining sufficiency of liability protection. The Bureau of Labor has charge of factory inspection and consequently accident prevention, therefore should be familiar with the nature, number and kind of accidents, and the details of their occurrence, and, as a means of encouragement of industry should compile such a record as will establish an accurate Iowa experience, on which to base equitable rates of insurance.

Under existing conditions employers of labor are required to duplicate reports, which in large establishments means considerable time and always double postage. To avoid this duplication of reports and extra postage the two departments should be consolidated so that the same report would answer for all purposes.

These, however, are not the only reasons for consolidation. Under existing laws, the Industrial Commissioner under Section 20 of the Workman's Compensation Law is authorized to fix standards of safety, but no provision is made for enforcement of any standard adopted. The Bureau of Labor has the enforcement of safety laws, and a force of inspectors to apply the provisions. If the right of fixing a standard of safety is to be recognized, then a consolidation of the two departments would furnish the means of enforcing the standard fixed.

Two plans are now in vogue among other states in providing safety, sanitation and ventilation. One is to enact statutory provisions that aim at covering every phase and detail of requirements. The other is to permit a commission to fix standards of safety, usually arrived at by hearings of and consultation with employers, employees and experts in given lines. These standards fixed after publication are subject to review by the courts during a fixed period. If no one appears in court to set aside the standard, or the court after a hearing affirms the standard, it then becomes the fixed rule enforceable by law. This plan permits of more ready adjustment of standards of safety to changing methods of industry and introduction of improved machinery.

It is also claimed, for the reason that both employers and employees have a voice in the adoption of the standards, there is a greater co-operation in observance.

Under this plan safety rules for machinery, building codes, electrical codes, boiler inspection codes, etc., as well as codes of sanitation and ventilation could be adopted without the legislature en-

acting laws in detail that can only be changed by succeeding legislatures to meet changing conditions.

This latter plan if adopted could not be successfully followed except by a consolidation of the Bureau of Labor and the Industrial Commission.



## STATISTICS OF MANUFACTURES, 1913.

The following compilation of statistics of manufactures is a complete departure from any heretofore followed by this Bureau. Under statutes in effect, prior to July 4, 1913, it was the duty of the Commissioner of Labor to submit biennially to employers a statutory provided list of questions, and from answers to these statistical data was compiled. The list of questions related almost completely to wages and conditions of the employed. No cognizance was taken of the highly important matter of extent and condition of industry, a subject most important in its relation to labor conditions. In many particulars, the statutory questions were productive of valueless statistics. As an instance, in the matter of wage-earners, total number of males, females and young persons employed during the year were required to be reported, with total earnings for each class. The only computation of individual earnings under this plan was that of averages, which can in no way be representative of the economic conditions of any one of the army of wage-earners. As an illustration: A. employs 4 persons to whom he pays a total wage of \$50.00 per week or an average of \$12.50 per week to each employee. He may, however, pay \$7.50 per week to three of them, while to the other he pays \$28.50, so that the average of \$12.50 per week is in no way representative.

To secure statistics of greater reliability the Thirty-fifth General Assembly repealed this statutory list of questions and authorized the Commissioner of Labor to prepare blanks for the gathering of statistics as provided for by the law creating the Bureau of Labor, and also provided a penalty for failure of employers to make report.

Recognizing the rapidity of growth of the manufacturing industries of the state and the enormous proportions they are assuming in our economic and industrial affairs, they were selected for statistical information. Too many of our Iowa people have no conception of the magnitude and diversity of our manufactures, and outside of Iowa few think of us other than as an agricultural state. People everywhere must be brought to realize the extent of our great natural resources and what we can and are doing to produce the many articles of trade and commerce that help in making a prosperous and progressive commonwealth.

In securing data for these statistics, many handicaps were met with by the Bureau. Our statutes exempt employers of less than five persons from reporting, and as there was no reliable manufacturers' directory of any kind to indicate either number or size, many establishments that should have reported were not reached with report blanks; others exempted by law were unintentionally included in the mailing list. The Iowa State Manufacturers' Association kindly furnished a list of the larger manufacturers. With this and our list of establishments inspected, approximately 2,500 report blanks were mailed. One thousand three hundred and twenty-five reports sufficiently complete for statistical purposes were received from manufacturing establishments. This small number of returns resulted from duplications, firms addressed having less than five employees, incomplete systems of bookkeeping, making data requested impossible, and also by reason of quite a number of firms doing both a jobbing and manufacturing business and not keeping accounts separate.

The data with relation to capital invested, stock and materials used, and value of output as contained in Table I, is more valuable for comparative purposes than of the actual aggregate manufacturing activities of the state. It fully shows the diversity of our manufactures and the relative size and importance of each branch.

## A FOUR YEARS' COMPARISON.

The United States Census of Manufactures was taken for the year 1909, while the data for this Bureau is for the year ending December 31, 1913, from which the following comparisons are made:

	Establishments Reporting	Value of Products	Average Wage-Earners	Total Wages Paid
1909 U. S. ....	6,528	\$259,237,637.00	61,635	\$ 32,541,931.00
1913 State .....	1,325	191,018,220.00	46,695	29,390,996.00

According to the United States Census of 1909, 2,281 of the Iowa manufacturing plants had an output of less than \$5,000 each. These plants employed an average of 4.3 wage-earners each, which would indicate the number of establishments exempt from making report to the Bureau of Labor approximately one-half of the total then reporting or 2,764, leaving the same number, 2,764, subject to report under our Iowa laws.



One thousand three hundred and twenty-five establishments reported an output during 1913 of \$191,018,220. Upon this basis of the same number of establishments employing five or more persons, as were included in the census report of 1909, would bring the total value of output at \$398,469,296 plus the value of the smaller plants of \$7,756,280, or a total of \$406,225,576.

A careful analysis of the establishments reporting would indicate this total to be somewhat too high as the per cent of those reporting decreased relatively to the size of the plant. This is shown by the following number of establishments reporting of each class of output:

	Over \$1,000,000	\$100,000 to \$1,000,000	\$20,000 to \$100,000	\$5,000 to \$20,000
1909 -----	29	366	1,156	1,696
1913* -----	27	278	465	367

Computing output upon basis of increased average of output of each class reporting for census of 1909 and for 1913, making no allowance for increased number of establishments, shows value of output for 1913 to be \$280,324,876.

A considerable number of new factories have been added to Iowa's roster since 1909, in fact some of our largest plants were not in operation during the census year. Three plants are called to mind with an output during 1913 approximating \$15,000,000 that are new plants and were not in operation during the census year; so that the actual figures of value of Iowa manufactured products for 1913 can safely be computed nearer the higher amount of \$406,225,576 than the lower amount of \$280,325,876. It is to be hoped that for the next biennial report, Iowa manufacturers will be so thoroughly alive to the importance of reliable statistics that all will as readily report as the 1,325 did this time and thus give Iowa its true standing in the list of manufacturing states.

All of the tables on manufacturers statistics are based upon the 1,325 establishments reporting and these reports were in each instance made by the person, firm or corporation in control.

The classification of "Cars and general shop construction and repairs by steam railway companies" does not show capital invested, materials used or output, because the companies claim it impossible to separate these accounts from general accounts. Be-

\*73 establishments failed to report value of product and 119 reported output of less than \$5,000.00.

cause of extreme statistical value of number of wage-earners employed in the railway shops with wage statistics, these reports are included in all tables.

Table I can in no way be used to figure profits because of the omission of all salaries, interest, rents and other incidentals that enter into cost of production. It is intended to show relative value and importance of manufactures to the state as an economic factor in capital invested, materials used, goods produced and labor employed.

### RELATIVE VALUE OF INDUSTRIES.

The ten industries reporting the greatest value of product were:

1. Slaughtering and meat packing.....	\$43,450,057.00
2. Foundry and machine shop products.....	25,428,825.00
3. Food preparations.....	17,234,349.00
4. Lumber and planing mill products.....	10,595,960.00
5. Butter, cheese and condensed milk.....	9,250,689.00
6. Flour and grist mill products.....	7,761,331.00
7. Printing and publishing.....	5,997,778.00
8. Bread and other bakery products.....	5,197,227.00
9. Brick and tile.....	4,715,549.00
10. Cement .....	4,143,413.00

In the matter of stock and materials used, the ranking is according to reports as follows:

1. Slaughtering and meat packing.....	\$40,188,861.00
2. Food preparations.....	12,862,994.00
3. Butter, cheese and condensed milk.....	8,227,064.00
4. Foundry and machine shop products.....	7,057,254.00
5. Flour and grist mill products.....	6,827,041.00
6. Lumber and planing mill products.....	6,434,929.00
7. Bread and other bakery products.....	3,055,818.00
8. Sugar: beet and glucose.....	2,825,664.00
9. Brick and tile.....	2,261,949.00
10. Confectionery .....	2,077,546.00

Firms with an output of \$10,000,000 did not report value of stock and materials used.

### WAGE-EARNERS EMPLOYED BY MONTH.

Table II shows the average number of wage-earners employed each month by industries and by sex. The total number employed for all industries ranged from 43,660, the smallest number employed in January, to the largest number, 51,346, in September, a difference of 7,686. January and February are both low



in the number employed. Beginning with March, averages rise gradually until August and September, which are the months of maximum employment and from there again shading off to December, the second smallest month of the year. Analysis shows the great majority of industries suffering a slump during January and February, while during August and September nearly all are working at normal capacity and the two extremely seasonal employments—canning and brick and tile making, are at maximum capacity. These two industries alone accounted for an increased employment of wage-earners for August over January of 4,447, and for September over January of 4,832.

The ten leading industries in the average number of wage-earners employed during the year are:

1. Foundry and machine shop products.....	7,346
2. Lumber and planing mill products.....	3,679
3. Car construction and repair shops (R'y).....	3,422
4. Brick and tile.....	2,904
5. Slaughtering and meat packing.....	2,368
6. Printing and publishing.....	2,186
7. Electric light, heat and power.....	2,045
8. Buttons, pearl.....	1,605
9. Tobacco, cigars and smoking.....	1,555
10. Food preparations.....	1,468

The ranking of the industries employing the greatest number of wage earners for any one month of the year is here shown, also the month of maximum employment:

1. Foundry and machine shop products.....	Feb. 7,530
2. Lumber and planing mill products.....	Aug. 3,966
3. Car construction and repair shops (R'y).....	Oct. 3,697
4. Brick and tile.....	Aug. 3,558
5. Canning .....	Sep. 3,381
6. Slaughtering and meat packing.....	Feb. 2,636
7. Electric light, heat and power.....	Aug. 2,323
8. Printing and publishing.....	Dec. 2,302
9. Food preparations.....	Sep. 1,944
10. Buttons, pearl.....	Apr. 1,933

The average number of wage-earners employed during the year was 46,695, of whom 39,973 or 84.5% were males and 7,323 or 15.5% were females.

The ten industries employing the greatest average number of women for the year follows:

1. Clothing, men's.....	993
2. Tobacco, cigars and smoking.....	870
3. Confectionery .....	619
4. Buttons, pearl.....	557
5. Bread and bakery products.....	527
6. Clothing, women's.....	476
7. Printing and publishing.....	441
8. Food preparations.....	314
9. Canning .....	257
10. Hosiery and knit goods.....	180

The high average for the canning industries is because of the employment of 911 women in August and 1,021 in September. In five industries the average number of women wage-earners exceeds that of the male wage-earners. These industries with the average number of each sex employed are:

	Males.	Females.
1. Men's clothing.....	100	933
2. Tobacco, cigars, etc.....	685	870
3. Confectionery .....	416	619
4. Women's clothing.....	71	476
5. Hosiery and knit goods.....	80	180

Table III represents the actual employment for a definite date—Monday, December 16—by sex of both adults and minors under sixteen years of age. The aggregate number of wage-earners employed on the above date was 44,795 of whom 44,281, or 98.8 per cent, were adults and 514, or 1.2 per cent, were minors under sixteen years. Of the adults 6,811, or 15.2 per cent, were females, while the minors were almost equally divided between males and females, the actual numbers being males 259, females 255.

The industries showing the greatest number of minor employees on above dates are printing and publishing, 72; men's clothing, 49; leather goods, 44; tobacco, cigars and smoking, and pearl buttons each 38; confectionery, 37; bread and bakery products, 33; food preparations, 26; slaughtering and meat packing, 22; and canning and preserving, 21.

Table I shows the smallest number of wage-earners employed by all of the industries during the year to have been 36,792 and the greatest number 59,895. This does not mean at any one time of employment for all of the industries, but is based upon the smallest and greatest number employed by each industry at some time during the year; for instance, the canning industry employs the smallest number, 242, in January, and the greatest number,



3,381, in September. The printing industry employs the smallest number, 2,093 in July, and the greatest number, 2,302, in December. Manufacturers of agricultural implements employ the smallest number, 739, in December, and the greatest number, 993, in March. The smallest number employed by the three industries during the year is therefore 3,074 and the greatest number is 6,676. The table is valuable to show the required mobility on the part of the wage-earner in the lesser skilled branches of industry to be assured of some degree of regularity of employment, and also that the higher skilled employe is required to adapt himself during dull seasons to some other employment or remain in idleness until the industry in which he is skilled again becomes normal.

#### CLASSIFIED WEEKLY WAGES.

Table IV shows the weekly rate of wages paid 58,794 wage-earners during the week of maximum employment by each of 1,325 manufacturing establishments reporting. Of this number of wage-earners 48,710 or 82.9 per cent were adult males; 9,420 or 16 per cent were adult females, and 664 or 1.1 per cent were young persons of both sexes under 16 years of age.

The wages given are the rates per week for full time work. For convenience the following synopsis is given:

TOTAL NUMBER OF WAGE-EARNERS WITH PER CENT OF EACH CLASSIFIED WAGE, AND ALSO SHOWING AGGREGATE NUMBER WITH PER CENT OF TOTAL RECEIVING BELOW STIPULATED RATE.

Total	58,794	100.0	Rate	Number	Per Cent
Under \$3.00	418	0.7	Under \$ 3.00	418	0.7
\$ 3.00 but under \$ 5.00	1,489	2.5	Under \$ 5.00	1,907	3.2
\$ 5.00 but under \$ 6.00	1,633	2.8	Under \$ 6.00	3,540	6.0
\$ 6.00 but under \$ 7.00	2,595	4.4	Under \$ 7.00	6,135	10.4
\$ 7.00 but under \$ 8.00	2,119	3.6	Under \$ 8.00	8,254	14.0
\$ 8.00 but under \$ 9.00	2,089	3.6	Under \$ 9.00	10,343	17.6
\$ 9.00 but under \$10.00	3,140	5.3	Under \$10.00	13,483	22.9
\$10.00 but under \$12.00	8,159	13.9	Under \$12.00	21,642	36.8
\$12.00 but under \$15.00	17,868	30.4	Under \$15.00	39,510	67.2
\$15.00 but under \$20.00	12,971	22.0	Under \$20.00	52,481	89.2
\$20.00 but under \$25.00	4,691	8.0	Under \$25.00	57,172	97.2
\$25.00 and over	1,622	2.8	Over \$25.00	1,622	2.8

#### EMPLOYED BY ALL INDUSTRIES BY SEX AND AGE AND RATE.

Wage Classes	Number of Wage Earners			Young persons under 16 yrs. of age	Percentage		Young persons under 16 yrs. of age
	Totals	Males	Females		Males	Females	
Totals	58,794	48,710	9,420	664	100.0	100.0	100.0
Under \$3.00	418	98	263	57	0.2	2.8	8.6
\$ 3.00 but under \$ 5.00	1,498	206	1,074	209	0.4	11.4	31.5
\$ 5.00 but under \$ 6.00	1,633	253	1,234	146	0.5	13.1	22.0
\$ 6.00 but under \$ 7.00	2,595	600	1,871	124	1.2	19.9	18.7
\$ 7.00 but under \$ 8.00	2,119	777	1,288	54	1.6	13.7	8.1
\$ 8.00 but under \$ 9.00	2,089	986	1,071	32	2.0	11.4	4.8
\$ 9.00 but under \$10.00	3,140	2,059	1,048	33	4.2	11.1	4.9
\$10.00 but under \$12.00	8,159	7,334	821	4	15.0	8.7	0.6
\$12.00 but under \$15.00	17,868	17,389	477	2	35.7	5.0	0.3
\$15.00 but under \$20.00	12,971	12,737	233	1	26.3	2.5	0.2
\$20.00 but under \$25.00	4,691	4,600	29	2	9.6	0.3	0.3
\$25.00 and over	1,622	1,611	11	1	3.3	0.1	0.1

Of the 48,710 adult males employed, 4,979 or 10.1 per cent earn under \$10 per week; 12,313 or 25.1 per cent earn under \$12 per week; 29,702 or 60.8 per cent earn under \$15 per week.

Of the 9,420 adult females, 7,849 or 83.4 per cent receive less than \$10 per week; 8,670 or 92.1 per cent receive less than \$12 per week, and 9,147 or 97.1 per cent receive less than \$15 per week.

Of the 664 young persons under 16 years of age 266 or 40.1 per cent receive less than \$5 per week; 412 or 62.1 per cent receive less than \$6 per week, and 536 or 80.8 per cent receive under \$7 per week.

#### DAYS IN OPERATION.

Table V gives the average number of days in operation of each classified list of industries. It shows the average for all of the 1,325 establishments reporting to be 283.5 days and as the working days of the year, exclusive of Sundays and holidays, was 305, it shows an average loss of only 22.5 days. This average is, however, slightly increased by reason of a number of establishments working seven days of the week. The industries reporting the greatest number of working days of the year are illuminating gas and electric light, operating every day of the year, and that of cement, which reported 340.1 days of operation. The canning industry, a distinctly seasonable industry, averaged but 68.8 days. Artificial stone and brick and tile, two other generally considered seasonal industries, average 216.6 and 217.4 respectively.

A fairly accurate computation of the annual earning capacity in each occupation can be made from table IV, giving classified wage rates, and table V, giving the average days of operation of the several industries.



TABLE I. CAPITAL INVESTED, MATERIALS USED, WAGE-EARNERS, AND PRODUCTS—1913

## A. THE STATE: BY INDUSTRIES.

Industries	Number of establishments	Capital invested	Value of stock and materials used	Amount of wages paid during the year	Average yearly earnings	Wage-Earners Employed					Value of product
						Average Number			Smallest number	Greatest number	
						Males	Females	Both Sexes			
THE STATE.	1,325	\$157,785,767	\$121,520,872	\$ 29,390,996	\$ 577.00	39,372	7,323	46,695	36,792	59,895	\$191,018,220
Agricultural implements	24	3,664,129	1,803,322	508,450	662.00	897	7	904	595	1,215	3,084,396
Artificial stone	7	115,066	39,455	25,957	603.65	43	43	43	27	76	82,954
Automobile bodies and parts	7	1,800,880	739,533	240,417	721.97	329	4	333	245	306	1,207,843
Awnings, tents and sails	10	166,290	125,230	41,612	594.45	37	33	70	41	106	193,166
Baskets, rattan and willow ware	4	94,047	45,672	45,074	336.37	90	44	134	113	170	178,102
Boots and shoes	3	470,093	423,136	182,361	471.21	203	154	357	226	430	684,660
Boxes, cigar	6	86,177	41,421	32,821	415.45	29	50	79	73	87	111,935
Boxes, fancy and paper	3	118,500	40,664	28,197	360.47	20	58	78	64	96	98,383
Brass and bronze products	4	696,303	590,991	216,500	650.15	318	15	333	255	372	1,297,884
Bread and other bakery products	126	2,530,382	3,055,818	806,608	558.59	917	527	1,444	1,295	1,616	5,197,227
Brick and tile	131	10,080,858	2,261,949	1,820,552	626.91	2,900	4	2,904	2,094	4,290	4,715,549
Brooms	21	520,241	270,787	123,358	493.43	172	78	250	219	291	589,739
Butter, cheese and condensed milk	45	1,922,829	8,227,064	428,365	710.38	504	99	603	407	871	9,250,689
Buttons, pearl	22	1,631,779	695,939	784,505	488.78	1,048	557	1,605	1,043	2,121	1,824,427
Canning and preserving	40	3,712,896	1,246,226	305,914	374.43	560	257	817	467	3,828	1,770,212
Carpets and rugs	8	40,229	36,315	46,544	596.71	65	13	78	67	91	98,325
Carriages, wagons, and materials	33	4,262,321	1,524,950	541,681	684.80	765	26	791	549	933	2,884,941
Cars and general shop construction and repairs by steam railway companies	16			2,395,062	699.90	3,415	7	3,422	3,126	3,766	
Cement <sup>1</sup>	6	9,733,248	1,346,221	936,777	868.18	1,079		1,079	796	1,242	4,143,413
Clothing, men's	16	1,407,003	1,231,388	313,363	286.70	100	993	1,093	892	1,201	1,975,009
Clothing, women's	7	612,073	554,553	205,205	375.16	71	476	547	394	656	1,047,020
Coffee and spice, roasting and grinding	8	1,587,898	1,793,564	152,221	516.00	151	144	295	240	458	2,084,596
Coffins, burial cases and undertaker's goods	5	700,482	268,663	135,181	590.31	186	43	229	219	247	481,891
Confectionery	42	2,026,583	2,077,546	467,512	451.70	416	619	1,035	833	1,333	3,457,029
Cooperage and wooden goods	6	872,002	342,180	116,505	619.14	171	1	172	146	197	600,795
Copper, tin and sheet-iron products	28	1,119,752	731,701	215,330	620.54	304	45	347	211	494	1,204,041
Dairymen's, poultryers' and apiarists' supplies	4	90,800	82,200	32,384	476.18	58	10	68	24	126	105,860
Electric light, heat and power	28	19,021,501	888,297	1,492,127	729.64	2,017	28	2,045	1,673	2,384	2,442,879
Flags, banners and regalia	2	50,400	38,315	17,921	308.98	29	29	58	42	76	71,316
Flour and grist mill products	41	3,411,488	6,827,041	302,384	653.09	450	13	463	426	516	7,761,331
Food preparations	9	6,264,594	12,862,944	854,052	581.77	1,154	314	1,468	1,029	2,183	17,234,340
Foundry and machine-shop products	97	23,519,177	7,057,254 <sup>2</sup>	5,442,894	741.01	7,112	234	7,346	5,610	8,853	25,428,825
Furnishing goods, men's	5	180,770	189,061	43,666	335.89	13	117	130	100	163	264,907
Furniture and refrigerators	19	1,666,150	949,380	458,930	651.88	674	90	704	563	789	1,797,135
Gas and electric fixtures	3	166,054	16,456	7,886	415.05	15	4	19	12	23	48,364
Gas, illuminating and heating	7	3,557,536	305,898	105,562	672.36	156	1	157	133	201	825,022
Hosiery and knit goods	3	311,157	63,863	87,133	335.12	80	180	260	228	297	375,921
Ice, manufactured	12	1,063,931	396,488	131,108	618.43	204	8	212	112	345	664,447
Leather goods	19	2,625,184	1,524,070	355,970	601.30	443	149	592	497	680	2,238,495
Leather, tanned, curried and finished	9	337,089	141,206	76,400	741.74	58	45	103	65	143	389,797
Liquors, malt	15	4,236,963	1,429,277	400,108	767.95	503	18	521	423	667	3,521,585
Lumber and planing mill products	61	10,111,888	6,434,929	2,223,659	694.41	3,667	12	3,679	3,007	4,052	10,505,960
Marble and stone work	24	677,764	437,984	196,196	820.90	235	4	239	197	286	728,681
Mattresses and spring beds	4	383,352	91,338	81,979	666.49	111	12	123	113	138	387,760
Mineral and soda waters	27	558,717	179,831	67,732	651.27	101	3	104	77	157	518,594
Mirrors	2	48,400	19,313	22,293	420.62	52	1	53	42	63	38,972
Oil	4	873,878	1,177,060	100,428	697.41	144		144	105	174	1,461,177
Paints and varnish	2	207,084	64,627	12,207	678.16	16	2	18	15	19	99,140
Paper and wood pulp	2	79,480	130,851	23,424	532.35	40	4	44	38	52	184,472
Patent medicines and compounds	29	2,153,951	786,890	150,983	483.92	143	169	312	268	346	2,097,376
Pens, fountain	3	135,433	71,724	15,882	481.27	23	10	33	30	41	193,909
Photographic materials	2	88,184	56,000	21,226	610.45	23	12	35	27	44	93,405
Printing and publishing	115	5,783,590	1,884,585	1,644,645	747.32	1,745	441	2,186	1,995	2,463	5,907,778
Pumps	8	1,665,312	234,399	216,658	709.21	296	1	297	253	334	662,040
Signs and advertising novelties	2	904,239	183,536	90,142	506.41	74	104	178	136	223	772,195
Slaughtering and meat packing	16	7,598,382	40,188,861	1,465,945	624.13	2,256	112	2,368	2,006	2,930	43,450,057
Soap	6	896,985	981,205	68,455	547.64	90	35	125	112	145	1,389,969
Stoves and furnaces	15	1,323,349	369,995	271,135	730.82	366	5	371	288	481	1,066,004
Sugar, beet and glucose	2	2,241,027	2,825,664	274,968	733.25	374	1	375	264	574	3,261,000
Tobacco, cigars and smoking	66	1,104,256	827,651	612,741	394.04	685	870	1,555	1,371	1,823	1,978,139
Vinegar and cider	3	181,265	175,760	22,806	438.57	27	25	52	39	70	308,818
Wall plaster	4	1,143,459	309,168	316,648	757.53	417	1	418	319	477	1,150,392
Washing machines	8	956,831	738,451	210,943	627.80	329	7	336	253	389	1,345,508
Wire work, including wire rope and cable	3	241,445	145,429	39,329	524.38	50	25	75	65	85	225,721
Woolen, worsted and felt goods	3	117,682	48,620	14,294	476.46	17	13	30	10	45	79,124
All other industries <sup>3</sup>	18	1,234,979	780,973	217,681	609.72	335	22	357	286	455	1,315,939

<sup>1</sup>Two small plants of cement products included.<sup>2</sup>Plants with an output of \$10,000,000 did not report value of stock and materials.<sup>3</sup>Embraces explosives, 1; fertilizers, 1; glue, 1; grease and tallow, 1; hand stamps, 1; house furnishing goods, 1; instruments, professional and scientific, 1; musical instruments, pianos, 1; roofing materials, 1; harness (cotton horse collars), 1; scales and balances, 1; sporting and athletic goods, 1; statuary and art goods, 1.



TABLE II. WAGE-EARNERS.

NUMBER OF WAGE-EARNERS EMPLOYED EACH MONTH: BY INDUSTRIES—1913.

Industries and Sex	Average number employed	January	February	March	April	May	June	July	August	September	October	November	December
<b>THE STATE.</b>	<b>46,695</b>	<b>43,660</b>	<b>44,378</b>	<b>45,316</b>	<b>45,945</b>	<b>46,018</b>	<b>47,012</b>	<b>46,933</b>	<b>50,781</b>	<b>51,346</b>	<b>48,975</b>	<b>46,907</b>	<b>45,014</b>
Males	39,372	36,755	37,211	38,097	38,805	38,983	39,994	40,007	42,960	43,024	41,241	39,623	37,868
Females	7,323	6,905	7,167	7,219	7,219	7,035	7,018	6,926	7,821	8,322	7,734	7,284	7,146
<b>AGRICULTURAL IMPLEMENTS.</b>	<b>904</b>	<b>900</b>	<b>975</b>	<b>993</b>	<b>979</b>	<b>833</b>	<b>952</b>	<b>922</b>	<b>900</b>	<b>872</b>	<b>841</b>	<b>783</b>	<b>739</b>
Males	897	893	967	984	970	826	945	915	893	865	834	776	732
Females	7	7	8	9	9	7	7	7	7	7	7	7	7
<b>ARTIFICIAL STONE.</b>	<b>43</b>	<b>15</b>	<b>16</b>	<b>40</b>	<b>65</b>	<b>70</b>	<b>69</b>	<b>54</b>	<b>47</b>	<b>48</b>	<b>38</b>	<b>29</b>	<b>20</b>
Males	43	15	16	40	65	70	69	54	47	48	38	29	20
Females													
<b>AUTOMOBILE BODIES AND PARTS.</b>	<b>333</b>	<b>307</b>	<b>324</b>	<b>343</b>	<b>374</b>	<b>365</b>	<b>281</b>	<b>368</b>	<b>384</b>	<b>343</b>	<b>292</b>	<b>272</b>	<b>258</b>
Males	329	302	321	339	370	361	276	364	380	338	288	267	253
Females	4	5	3	4	4	4	5	4	4	5	4	5	5
<b>AWNINGS, TENTS AND SAILS.</b>	<b>70</b>	<b>42</b>	<b>46</b>	<b>65</b>	<b>73</b>	<b>86</b>	<b>99</b>	<b>103</b>	<b>95</b>	<b>71</b>	<b>62</b>	<b>51</b>	<b>43</b>
Males	37	25	26	35	39	43	49	51	50	38	35	31	24
Females	33	17	20	30	34	43	50	52	45	33	27	20	19
<b>BASKETS, RATTAN AND WILLOW WARE.</b>	<b>134</b>	<b>132</b>	<b>132</b>	<b>117</b>	<b>135</b>	<b>132</b>	<b>138</b>	<b>139</b>	<b>157</b>	<b>155</b>	<b>140</b>	<b>136</b>	<b>129</b>
Males	90	93	88	82	86	87	87	91	96	95	87	88	85
Females	44	39	44	35	49	45	51	48	59	60	53	48	44
<b>BOOTS AND SHOES.</b>	<b>357</b>	<b>390</b>	<b>386</b>	<b>359</b>	<b>392</b>	<b>348</b>	<b>371</b>	<b>405</b>	<b>237</b>	<b>233</b>	<b>387</b>	<b>377</b>	<b>421</b>
Males	203	217	224	212	232	196	210	233	142	129	214	207	238
Females	154	173	162	147	160	152	161	172	95	104	173	170	183
<b>BOXES, CIGAR.</b>	<b>79</b>	<b>87</b>	<b>84</b>	<b>84</b>	<b>80</b>	<b>73</b>	<b>76</b>	<b>75</b>	<b>78</b>	<b>71</b>	<b>81</b>	<b>81</b>	<b>51</b>
Males	29	32	30	31	30	26	27	26	28	29	29	30	30
Females	50	55	54	53	50	47	49	47	50	42	52	51	51

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<b>BOXES, FANCY AND PAPER.</b>	<b>78</b>	<b>82</b>	<b>77</b>	<b>75</b>	<b>70</b>	<b>66</b>	<b>67</b>	<b>69</b>	<b>76</b>	<b>82</b>	<b>85</b>	<b>94</b>	<b>92</b>
Males	20	23	21	21	19	17	18	18	19	20	21	23	22
Females	58	59	56	54	51	49	49	51	57	62	64	71	70
<b>BRASS AND BRONZE PRODUCTS.</b>	<b>333</b>	<b>273</b>	<b>357</b>	<b>364</b>	<b>365</b>	<b>338</b>	<b>332</b>	<b>330</b>	<b>332</b>	<b>334</b>	<b>345</b>	<b>322</b>	<b>304</b>
Males	318	261	341	346	348	322	316	314	316	320	329	309	295
Females	15	12	16	18	17	16	16	16	16	14	16	13	9
<b>BREAD AND OTHER BAKERY PRODUCTS.</b>	<b>1,444</b>	<b>1,417</b>	<b>1,419</b>	<b>1,384</b>	<b>1,373</b>	<b>1,412</b>	<b>1,485</b>	<b>1,582</b>	<b>1,610</b>	<b>1,613</b>	<b>1,622</b>	<b>1,570</b>	<b>1,516</b>
Males	917	934	935	919	908	943	966	1,017	1,040	1,048	1,031	1,008	1,002
Females	527	483	484	465	465	469	519	565	570	565	591	562	514
<b>BRICK AND TILE.</b>	<b>2,904</b>	<b>1,786</b>	<b>1,843</b>	<b>2,208</b>	<b>2,898</b>	<b>3,310</b>	<b>3,413</b>	<b>3,401</b>	<b>3,558</b>	<b>3,481</b>	<b>3,405</b>	<b>3,123</b>	<b>2,889</b>
Males	2,900	1,785	1,841	2,206	2,896	3,308	3,411	3,399	3,556	3,479	3,402	3,120	2,886
Females	4	1	2	2	2	2	2	2	2	2	3	3	3
<b>BROOMS.</b>	<b>250</b>	<b>240</b>	<b>240</b>	<b>249</b>	<b>249</b>	<b>249</b>	<b>257</b>	<b>223</b>	<b>243</b>	<b>254</b>	<b>256</b>	<b>249</b>	<b>245</b>
Males	172	166	166	169	173	170	177	157	175	180	180	178	174
Females	78	74	74	80	76	79	80	66	68	74	76	81	71
<b>BUTTER, CHEESE AND CONDENSED MILK.</b>	<b>603</b>	<b>526</b>	<b>441</b>	<b>457</b>	<b>581</b>	<b>688</b>	<b>742</b>	<b>726</b>	<b>658</b>	<b>614</b>	<b>580</b>	<b>677</b>	<b>728</b>
Males	504	462	387	400	464	527	606	602	546	508	498	590	623
Females	99	64	54	57	117	161	136	124	112	106	82	87	105
<b>BUTTONS, PEARL.</b>	<b>1,605</b>	<b>1,816</b>	<b>1,698</b>	<b>1,933</b>	<b>1,732</b>	<b>1,591</b>	<b>1,439</b>	<b>1,315</b>	<b>1,361</b>	<b>1,472</b>	<b>1,609</b>	<b>1,589</b>	<b>1,609</b>
Males	1,048	1,209	1,088	1,276	1,110	1,020	902	839	858	925	1,060	1,100	1,199
Females	557	607	610	657	622	571	537	476	503	547	559	489	500
<b>CANNING AND PRESERVING.</b>	<b>817</b>	<b>242</b>	<b>255</b>	<b>299</b>	<b>334</b>	<b>358</b>	<b>396</b>	<b>421</b>	<b>2,919</b>	<b>3,381</b>	<b>784</b>	<b>452</b>	<b>304</b>
Males	560	161	173	215	241	269	303	334	2,008	2,390	449	302	188
Females	257	81	82	84	93	89	93	87	911	1,021	335	150	116
<b>CARPETS AND RUGS.</b>	<b>78</b>	<b>70</b>	<b>68</b>	<b>71</b>	<b>79</b>	<b>88</b>	<b>90</b>	<b>84</b>	<b>80</b>	<b>82</b>	<b>81</b>	<b>74</b>	<b>78</b>
Males	65	58	56	59	66	75	77	71	67	69	69	61	66
Females	13	12	12	12	13	13	13	13	13	13	12	13	12
<b>CARRIAGES, WAGONS AND MATERIALS.</b>	<b>791</b>	<b>733</b>	<b>798</b>	<b>798</b>	<b>834</b>	<b>852</b>	<b>841</b>	<b>855</b>	<b>806</b>	<b>797</b>	<b>791</b>	<b>712</b>	<b>621</b>
Males	765	709	774	769	809	827	816	830	842	774	770	692	605
Females	26	24	24	24	25	25	25	25	24	23	21	20	16
<b>CARS AND GENERAL SHOP CONSTRUCTION AND REPAIRS BY STEAM RAILWAY COS.</b>	<b>3,427</b>	<b>3,474</b>	<b>3,396</b>	<b>3,381</b>	<b>3,295</b>	<b>3,303</b>	<b>3,358</b>	<b>3,273</b>	<b>3,634</b>	<b>3,645</b>	<b>3,697</b>	<b>3,566</b>	<b>3,418</b>
Males	3,415	3,468	3,389	3,374	3,288	3,296	3,351	3,266	3,627	3,638	3,691	3,560	3,412
Females	7	6	7	7	7	7	7	7	7	7	6	6	6
<b>CEMENT.</b>	<b>1,079</b>	<b>984</b>	<b>811</b>	<b>1,024</b>	<b>1,094</b>	<b>1,086</b>	<b>1,124</b>	<b>1,132</b>	<b>1,192</b>	<b>1,157</b>	<b>1,211</b>	<b>1,197</b>	<b>1,099</b>
Males	1,079	984	811	1,024	1,094	1,086	1,124	1,132	1,192	1,157	1,211	1,197	1,099
Females													

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TABLE II. WAGE-EARNERS—CONTINUED.

NUMBER OF WAGE-EARNERS EMPLOYED EACH MONTH: BY INDUSTRIES—1913.

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Industries and Sex	Average number employed	January	February	March	April	May	June	July	August	September	October	November	December
<b>CLOTHING, MEN'S.</b>	1,093	1,027	1,080	1,094	1,119	1,095	1,108	1,071	1,088	1,083	1,131	1,112	1,108
Males	100	98	99	99	104	99	106	112	108	108	110	111	112
Females	993	929	981	995	1,015	996	1,002	959	980	975	1,021	1,001	996
<b>CLOTHING, WOMEN'S.</b>	547	530	598	615	563	554	530	530	576	566	561	509	554
Males	71	68	70	76	72	72	72	69	72	73	74	69	64
Females	476	468	528	539	491	482	458	461	504	493	487	440	490
<b>COFFEE AND SPICE, ROASTING AND GRINDING.</b>	295	264	252	200	251	248	259	272	315	435	387	325	300
Males	151	147	138	140	129	136	143	147	177	185	177	167	156
Females	144	117	114	120	122	112	116	125	138	250	210	158	144
<b>COFFINS, BURIAL CASES AND UNDERTAKERS' GOODS.</b>	229	228	239	243	235	228	224	225	222	226	224	233	234
Males	186	187	193	194	183	183	180	182	182	183	180	191	192
Females	43	41	46	49	52	45	44	43	40	43	44	42	42
<b>CONFECTIONERY.</b>	1,035	890	953	944	962	959	943	944	1,030	1,216	1,198	1,206	1,130
Males	416	356	376	374	392	407	425	434	434	450	454	453	430
Females	619	534	577	570	570	552	518	510	596	766	744	753	700
<b>COOPERAGE AND WOODEN GOODS.</b>	172	162	161	171	181	193	186	187	182	172	160	157	159
Males	171	161	161	171	181	193	186	187	182	172	160	157	159
Females	1	1											
<b>COPPER, TIN AND SHEET IRON PRODUCTS.</b>	347	332	377	417	406	374	386	300	354	323	276	281	284
Males	304	301	339	383	368	342	343	312	307	278	227	229	236
Females	43	31	38	34	38	32	43	48	47	50	49	52	48
<b>DAIRYMEN'S, POULTERERS' AND APIARISTS' SUPPLIES.</b>	68	94	109	128	116	83	49	46	44	32	35	46	47
Males	58	80	89	107	99	71	43	43	41	29	30	39	41
Females	10	14	20	21	17	12	6	3	3	3	5	7	6

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<b>ELECTRIC LIGHT, HEAT AND POWER.</b>	2,045	1,094	1,648	1,733	1,901	2,028	2,098	2,111	2,323	2,214	2,241	2,149	2,000
Males	2,017	1,069	1,622	1,707	1,874	2,000	2,070	2,082	2,295	2,186	2,213	2,120	2,006
Females	28	25	26	26	27	28	28	29	28	28	28	29	30
<b>FLAGS, BANNERS AND REGALIA.</b>	58	42	59	59	55	58	55	52	55	58	74	74	63
Males	29	21	33	30	27	26	24	21	26	29	40	42	33
Females	29	21	26	29	28	32	31	31	29	29	34	32	30
<b>FLOUR AND GRIST MILL PRODUCTS.</b>	463	453	441	442	438	439	445	453	456	488	502	496	491
Males	450	440	433	434	430	431	437	445	448	468	476	481	476
Females	13	13	8	8	8	8	8	8	8	20	26	15	15
<b>FOOD PREPARATIONS.</b>	1,468	1,341	1,395	1,266	1,144	1,170	1,293	1,422	1,717	1,944	1,973	1,710	1,280
Males	1,154	1,028	1,113	1,017	930	915	963	1,075	1,303	1,570	1,566	1,409	1,028
Females	314	313	282	249	214	255	300	347	414	374	357	301	261
<b>FOUNDRY AND MACHINE SHOP PRODUCTS.</b>	7,346	7,246	7,530	7,699	7,560	7,346	7,474	7,242	7,481	7,490	7,425	6,988	6,525
Males	7,112	6,996	7,257	7,418	7,298	7,092	7,225	7,013	7,294	7,266	7,210	6,832	6,321
Females	234	250	273	281	262	254	249	229	187	224	215	156	204
<b>FURNISHING GOODS, MEN'S.</b>	130	152	156	151	142	128	128	123	123	109	115	120	115
Males	13	14	15	14	14	13	13	12	12	12	12	12	13
Females	117	138	141	137	128	115	115	111	111	97	103	108	102
<b>FURNITURE AND REFRIGERATORS.</b>	704	694	725	759	743	697	629	626	679	701	705	709	650
Males	674	664	696	726	726	681	615	614	666	686	690	692	634
Females	30	30	29	33	17	16	14	12	13	15	15	14	16
<b>GAS AND ELECTRIC FIXTURES.</b>	19	17	18	19	20	19	18	18	19	20	20	16	15
Males	15	13	14	15	16	15	14	15	15	16	15	11	9
Females	4	4	4	4	4	4	4	3	4	4	5	5	6
<b>GAS, ILLUMINATING AND HEATING.</b>	157	145	146	139	195	174	159	151	144	154	157	170	161
Males	156	144	145	138	194	173	158	150	143	153	156	169	160
Females	1	1	1	1	1	1	1	1	1	1	1	1	1
<b>HOSIERY AND KNIT GOODS.</b>	260	230	248	243	243	251	257	272	273	290	284	288	246
Males	80	67	68	75	73	75	76	82	81	90	93	93	82
Females	180	163	180	168	170	176	181	190	192	200	191	195	164
<b>ICE, MANUFACTURED.</b>	212	188	197	123	135	180	254	308	311	257	203	158	144
Males	204	183	192	118	129	173	244	300	303	245	195	151	138
Females	8	5	5	5	6	7	10	8	8	12	8	7	6
<b>LEATHER GOODS.</b>	592	603	605	617	612	587	580	547	576	557	592	613	611
Males	443	467	468	465	460	432	416	398	429	403	440	468	468
Females	149	136	137	152	152	155	164	149	156	154	152	145	143

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TABLE II. WAGE-EARNERS—CONTINUED.  
NUMBER OF WAGE-EARNERS EMPLOYED EACH MONTH: BY INDUSTRIES—1913.

Industries and Sex	Average number employed	January	February	March	April	May	June	July	August	September	October	November	December
<b>LEATHER, TANNED, CURRIED AND FINISHED.</b>													
Males	103	134	125	117	111	102	107	78	73	71	99	125	139
Females	58	79	79	74	68	64	62	43	45	35	48	58	72
	45	55	46	43	43	38	45	35	28	36	51	67	67
<b>LIQUORS, MALT.</b>													
Males	521	440	445	451	472	509	601	666	630	592	503	479	475
Females	503	425	429	438	457	494	585	639	605	570	482	461	457
	18	15	14	13	15	15	16	27	25	22	21	18	18
<b>LUMBER AND PLANING-MILL PRODUCTS.</b>													
Males	3,679	3,419	3,567	3,596	3,667	3,711	3,836	3,931	3,966	3,827	3,834	3,726	3,380
Females	3,667	3,408	3,555	3,584	3,655	3,699	3,824	3,919	3,954	3,815	3,822	3,714	3,368
	12	11	12	12	12	12	12	12	12	12	12	12	12
<b>MARBLE AND STONE WORK.</b>													
Males	239	227	224	232	253	258	253	258	252	237	220	218	211
Females	235	224	221	229	250	255	249	255	249	234	216	214	207
	4	3	3	3	3	3	4	3	3	3	4	4	4
<b>MATTRESSES AND SPRING BEDS.</b>													
Males	123	118	129	138	126	124	125	122	124	123	116	118	117
Females	111	105	117	126	114	112	113	110	112	110	103	105	105
	12	13	12	12	12	12	12	12	12	13	13	13	12
<b>MINERAL AND SODA WATERS.</b>													
Males	104	75	72	83	93	107	137	153	154	127	94	77	75
Females	101	73	70	81	91	105	134	150	151	125	92	75	73
	3	2	2	2	2	2	3	3	3	2	2	2	2
<b>MIRRORS.</b>													
Males	53	42	48	52	55	59	60	60	62	57	49	49	47
Females	52	41	47	51	54	58	59	59	61	56	48	48	46
	1	1	1	1	1	1	1	1	1	1	1	1	1
<b>OIL.</b>													
Males	144	141	145	146	139	144	164	114	119	156	157	161	172
Females	144	141	145	146	139	144	164	114	119	156	157	161	172

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<b>PAINTS AND VARNISH.</b>													
Males	18	18	17	17	17	19	17	15	16	17	18	18	18
Females	16	16	16	16	16	17	15	13	14	15	16	16	16
	2	2	1	1	1	2	2	2	2	2	2	2	2
<b>PAPER AND WOOD PULP.</b>													
Males	44	38	44	44	43	44	44	43	52	51	41	46	39
Females	40	37	39	39	39	39	39	39	47	47	36	42	38
	4	1	5	5	4	5	5	4	5	4	5	4	1
<b>PATENT MEDICINES AND COMPOUNDS.</b>													
Males	312	309	320	332	311	317	308	298	308	318	309	321	298
Females	143	145	148	152	147	149	142	143	142	143	143	146	139
	169	164	172	180	164	168	166	155	166	175	166	175	159
<b>PENS, FOUNTAIN.</b>													
Males	33	32	31	33	33	33	33	33	37	34	34	34	35
Females	23	25	22	27	24	24	27	24	24	21	21	22	22
	10	7	9	9	9	9	9	9	13	13	13	12	13
<b>PHOTOGRAPHIC MATERIALS.</b>													
Males	35	32	39	41	40	31	34	29	28	32	36	34	43
Females	23	22	29	31	29	20	21	17	16	18	20	20	27
	12	10	10	10	11	11	13	12	12	14	16	14	16
<b>PRINTING AND PUBLISHING.</b>													
Males	2,186	2,215	2,231	2,241	2,165	2,148	2,134	2,093	2,144	2,164	2,210	2,290	2,302
Females	1,745	1,760	1,773	1,792	1,753	1,745	1,729	1,696	1,714	1,737	1,760	1,781	1,800
	441	455	458	449	412	403	405	397	430	427	450	509	502
<b>PUMPS.</b>													
Males	297	260	295	297	288	296	286	299	308	312	316	307	296
Females	296	259	294	296	287	295	285	298	307	311	315	305	294
	1	1	1	1	1	1	1	1	1	1	1	2	2
<b>SIGNS AND ADVERTISING NOVELTIES.</b>													
Males	178	150	138	170	194	206	197	173	155	173	181	203	180
Females	74	66	61	70	79	83	75	65	64	76	78	88	83
	104	84	77	100	115	120	122	108	91	97	103	115	97
<b>SLAUGHTERING AND MEAT PACKING.</b>													
Males	2,368	2,588	2,636	2,377	2,211	2,161	2,411	2,541	2,263	2,312	2,229	2,243	2,587
Females	2,256	2,463	2,509	2,251	2,101	2,044	2,290	2,355	2,193	2,178	2,104	2,110	2,445
	112	125	127	126	110	117	121	186	70	134	125	133	142
<b>SOAP.</b>													
Males	125	120	118	116	120	122	120	126	120	130	143	130	129
Females	90	88	86	87	86	87	87	90	85	92	96	91	94
	35	32	32	29	34	35	33	36	35	38	47	39	35
<b>STOVES AND FURNACES.</b>													
Males	371	339	328	309	334	356	392	382	399	402	457	429	380
Females	366	333	323	304	329	351	357	377	394	397	451	423	374
	5	6	5	5	5	5	5	5	5	5	6	6	6
<b>SUGAR, BEET AND GLUCOSE.</b>													
Males	375	437	276	305	321	315	313	305	354	350	533	493	487
Females	374	436	275	304	320	314	312	304	353	349	532	492	485
	1	1	1	1	1	1	1	1	1	1	1	1	2

BUREAU OF LABOR STATISTICS



TABLE II. WAGE-EARNERS—CONTINUED.  
NUMBER OF WAGE-EARNERS EMPLOYED EACH MONTH: BY INDUSTRIES—1913.

Industries and Sex	Average number employed	January	February	March	April	May	June	July	August	September	October	November	December
<b>TOBACCO, CIGARS AND SMOKING.</b>													
Males	1,555	1,538	1,707	1,680	1,805	1,603	1,517	1,448	1,484	1,466	1,522	1,487	1,568
Females	685	688	723	710	727	689	687	653	674	683	694	675	721
<b>VINEGAR AND CIDER.</b>													
Males	870	870	984	970	968	914	850	795	810	803	828	812	847
Females	52	41	39	47	50	50	52	56	60	66	69	58	42
<b>WALL PLASTER.</b>													
Males	27	22	21	23	24	25	26	26	30	32	32	34	21
Females	25	19	18	24	26	24	26	26	30	34	32	24	21
<b>WASHING MACHINES.</b>													
Males	418	337	342	356	360	432	473	472	461	458	462	412	406
Females	417	337	342	356	360	431	472	471	460	457	461	411	405
<b>WIRE WORK, INCLUDING WIRE ROPE AND CABLE.</b>													
Males	336	264	319	341	351	355	339	325	358	363	364	342	319
Females	329	257	312	334	343	347	332	318	351	356	357	335	312
<b>WOOLEN, WORSTED AND FELT GOODS.</b>													
Males	75	73	71	75	75	75	79	80	77	76	72	74	75
Females	50	43	46	48	48	47	52	54	55	52	50	50	50
<b>ALL OTHER INDUSTRIES.</b>													
Males	30	2	4	29	43	40	43	41	40	33	32	28	4
Females	17	2	4	17	24	22	24	24	22	20	20	18	3
	13			12	19	18	19	17	18	13	12	10	1
	357	427	397	327	316	345	359	357	342	359	355	374	344
	335	409	350	309	296	324	339	341	326	342	338	354	328
	22	18	17	18	20	21	20	16	16	17	17	20	16

TABLE III. WAGE-EARNERS.

NUMBER OF WAGE-EARNERS EMPLOYED DECEMBER 16, 1913.  
BY AGE AND SEX.

Industries	16 Years of Age and Over			Under 16 Years of Age			Aggregates
	Males	Fe- males	Total	Males	Fe- males	Total	
<b>THE STATE.</b>	<b>37,470</b>	<b>6,811</b>	<b>44,281</b>	<b>259</b>	<b>255</b>	<b>514</b>	<b>44,795</b>
Agricultural implements	739	7	746	1		1	747
Artificial stone	21		21				21
Automobile bodies and parts	253	4	257				257
Awnings, tents, and sails	58	56	114				114
Baskets, rattan and willow ware	81	43	124	4	5	9	133
Boots and shoes	203	161	364	8	4	12	376
Boxes, cigar	29	51	80	1		1	81
Boxes, fancy and paper	21	64	85	1	1	2	87
Brass and bronze products	293	9	302	4		4	306
Bread and other bakery products	933	513	1,446	16	17	33	1,479
Brick and tile	2,836	3	2,839	1		1	2,840
Brooms	177	71	248	12	6	18	266
Butter, cheese and condensed milk	633	103	736				736
Buttons, pearl	1,236	457	1,693	5	33	38	1,731
Canning and preserving	240	149	389	8	13	21	410
Carpets and rugs	61	12	73	2		2	75
Carriages, wagons and materials	600	16	616				616
Cars and general shop construction and repairs by steam railway companies	3,375	6	3,381				3,381
Cement	1,151		1,151	9		9	1,160
Clothing, men's	95	1,010	1,105	10	39	49	1,154
Clothing, women's	64	410	474		3	3	477
Coffee and spice, roasting and grinding	91	83	174		5	5	179
Coffins, burial cases, and undertakers' goods	194	41	235		1	1	236
Confectionery	421	687	1,108	17	20	37	1,145
Cooperage and wooden goods	148	1	149				149
Copper, tin, and sheet-iron products	220	45	265	6		6	271
Dairymen's, poulterers', and apiarists' supplies	56	7	63				63
Electric light, heat and power	1,966	26	1,992	1		1	1,993
Flags, banners, and regalia	3	62	65				65
Flour and grist mill products	485	14	499	1		1	500
Food preparations	1,193	344	1,537	9	17	26	1,563
Foundry and machine-shop products	6,155	185	6,340	3		3	6,343
Furnishing goods, men's	13	109	122		1	1	123
Furniture and refrigerators	692	28	690	4	2	6	696
Gas and electric fixtures	9	6	15				15
Gas, illuminating and heating	174	1	175				175
Hosiery and knit goods	81	161	242	3	10	13	255
Ice, manufactured	130	9	139				139
Leather goods	445	116	561	17	27	44	605
Leather, tanned, curried, and finished	73	64	137				137
Liquors, malt	467	20	487	1		1	488
Lumber and planing-mill products	3,320	11	3,331	13		13	3,344
Marble and stone work	205	4	209				209
Mattresses and spring beds	106	11	117				117
Mineral and soda waters	75	2	77				77
Mirrors	25	1	26				26







TABLE IV. WAGES—CLASSIFIED WEEKLY WAGES: BY INDUSTRIES—1913—Continued.

Industries and Sex.	Total Number of Wage Earners	Classified Weekly Wages (For Week of Employment of Greatest Number of Wage Earners)											
		Under \$3	\$3 but under \$5	\$5 but under \$6	\$6 but under \$7	\$7 but under \$8	\$8 but under \$9	\$9 but under \$10	\$10 but under \$12	\$12 but under \$15	\$15 but under \$20	\$20 but under \$25	\$25 and over
<b>BASKET, RATTAN AND WILLOW WARE.</b>	147	8	2	17	12	10	22	29	15	23	6	3	
Adults, (16 years of age and over):	95			7	4	10	7	25	12	21	6	3	
Males	48	4	2	10	8		15	4	3	2			
Females	4	4											
Young persons (under 16 years of age)	4												
<b>BOOTS AND SHOES.</b>	388		19	44	43	36	27	20	45	43	69	31	11
Adults, (16 years of age and over):	214		4	10	12	9	6	7	26	33	66	30	11
Males	164		13	30	31	25	19	13	19	10	3	1	
Females	10		2	4	2	2							
Young persons (under 16 years of age)	10												
<b>BOXES, CIGAR.</b>	81		14	11	9	20	11	1	2	3	3	3	4
Adults, (16 years of age and over):	26		1			8	2	1	1	3	3	3	4
Males	54		12	11	9	12	9		1				
Females	1		1										
Young persons (under 16 years of age)	1												
<b>BOXES, FANCY AND PAPER.</b>	100		8	26	22	16	10	3	5	2	6		2
Adults, (16 years of age and over):	22				2	2	5	1	2	2	6		2
Males	76		8	24	20	14	5	2	3				
Females	2			2									
Young persons (under 16 years of age)	2												
<b>BRASS AND BRONZE PRODUCTS.</b>	332		1	4	5	4	6	15	124	83	76	10	4
Adults, (16 years of age and over):	316				2	3	5	11	123	82	76	10	4
Males	12			2	2	1	1	4	1	1			
Females	4		1	2	1								
Young persons (under 16 years of age)	4												

<b>BREAD AND OTHER BAKERY PRODUCTS.</b>	1,563	9	91	152	176	93	98	93	155	245	337	71	43
Adults, (16 years of age and over):	972	3	13	14	26	37	31	55	114	234	334	69	42
Males	560		62	135	147	55	66	38	41	10	3	2	1
Females	31	6	16	3	3	1	1			1			
Young persons (under 16 years of age)	31												
<b>BRICK AND TILE.</b>	4,162	2	3	2	15	14	16	43	508	2,626	716	175	42
Adults, (16 years of age and over):	4,136		1	2	9	8	11	42	508	2,625	714	174	42
Males	10				1		5			1	2	1	
Females	16	2	2		5	6		1					
Young persons (under 16 years of age)	16												
<b>BROOMS.</b>	289		15	25	46	21	13	59	24	41	49	23	3
Adults, (16 years of age and over):	193			4	20	8	6	19	20	41	49	23	3
Males	80		11	17	20	11	7	10	4				
Females	16		4	4	6	2							
Young persons (under 16 years of age)	16												
<b>BUTTER, CHEESE AND CONDENSED MILK.</b>	955		1	8	34	17	27	41	110	385	242	70	20
Adults, (16 years of age and over):	782					3	7	12	70	370	231	69	20
Males	170		1	5	34	14	20	29	40	15	11	1	
Females	3			3									
Young persons (under 16 years of age)	3												
<b>BUTTONS, PEARL.</b>	2,063	163	44	44	120	141	263	240	453	375	195	20	5
Adults, (16 years of age and over):	1,387	1	9	8	52	76	161	159	376	332	188	20	5
Males	643	162	18	28	62	63	102	81	77	43	7		
Females	33		17	8	6	2							
Young persons (under 16 years of age)	33												
<b>CANNING AND PRESERVING.</b>	4,379		93	76	325	376	378	568	907	1,185	322	108	41
Adults, (16 years of age and over):	2,770		19	20	40	61	162	146	715	1,144	314	108	41
Males	1,489		58	37	245	296	199	413	192	41	8		
Females	120		16	19	40	19	17	9					
Young persons (under 16 years of age)	120												
<b>CARPETS AND RUGS.</b>	91		11		4		7	3	11	17	26	1	1
Adults, (16 years of age and over):	67						6	3	3	17	36	1	1
Males	12				4				8				
Females	12		11				1						
Young persons (under 16 years of age)	12												
<b>CARRIAGES, WAGONS AND MATERIALS.</b>	803		1	3	8	16	34	49	188	259	255	64	16
Adults, (16 years of age and over):	803			3	8	15	25	49	183	259	255	64	16
Males	25		1			1	9		5	9			
Females													
Young persons (under 16 years of age)													







TABLE IV. WAGES—CLASSIFIED WEEKLY WAGES: BY INDUSTRIES—1913--Continued.

[illegible]

GAS, ILLUMINATING AND HEATING.																
Adults, (10 years of age and over):																
201												8	162	27	13	1
200												7	162	27	13	1
Young persons (under 16 years of age):																
224			14	33	18	20	2	4	12	10	10	1				
28				4												
80				28	18	16	2									
6			11	3												
HOSIERY AND KNIT GOODS.																
Adults, (10 years of age and over):																
25																
80																
6																
Young persons (under 16 years of age):																
215				2	2	3						3	203	62	4	8
207												1	202	62	4	8
1				1								2	1			
ICE, MANUFACTURED.																
Adults, (10 years of age and over):																
207																
1																
Young persons (under 16 years of age):																
201																
200																
LEATHER GOODS.																
Adults, (10 years of age and over):																
653	11	23	22	22	23	50	33	32	76	114	180	68	14			
685	1	4	9	7	17	16	36	16	39	61	105	177	68	14		
120	0	13	7	16	33	17	37	20	24	9	8					
11	1	4	6													
Young persons (under 16 years of age):																
153	5	8	16	11	9	18	15	21	26	12	14					
82	2	3	3	1	2	1	2	11	25	12	14					
72	3	3	14	20	7	17	6	10	1							
LEATHER, TANNED, CURBED AND FINISHED.																
Adults, (10 years of age and over):																
656																
631																
57																
Young persons (under 16 years of age):																
656																
631																
57																
LIQUORS, MALT.																
Adults, (10 years of age and over):																
631																
57																
Young persons (under 16 years of age):																
4,103	2	33	40	131	301	105	385	873	1,310	968	213	62				
4,106	2	25	22	116	98	104	284	872	1,310	998	212	62				
3																
44	5	18	15	2	1											
Young persons (under 16 years of age):																
278																
274																
4																
MARBLE AND STONE WORK.																
Adults, (10 years of age and over):																
274																
274																
4																
Young persons (under 16 years of age):																
274																
274																
4																



TABLE IV WAGES—CLASSIFIED WEEKLY WAGES BY INDUSTRIES—1913—Continued.

Industries and Sex.	Total Number of Wage Earners	Classified Weekly Wages (For Week of Employment of Greatest Number of Wage Earners)												
		Under \$3	\$3 but under \$5	\$5 but under \$6	\$6 but under \$7	\$7 but under \$8	\$8 but under \$9	\$9 but under \$10	\$10 but under \$12	\$12 but under \$15	\$15 but under \$20	\$20 but under \$25	\$25 and over	
MATTRESSES AND SPRING BEDS.														
Adults, (16 years of age and over):	128				5	8	10	13	16	10	63	11	2	
Males	126				2	8	7	13	15	8	61	11	2	
Females	12				3			1	1	2	2			
Young persons (under 16 years of age):	12				3									
MINERAL AND SODA WATER.														
Adults, (16 years of age and over):	144	1		1	3	5	5	12	17	50	37	3	1	
Males	139				2	5	4	13	16	50	37	3	1	
Females	5			1			1		1					
Young persons (under 16 years of age):	1	1			1									
MIRRORS.														
Adults, (16 years of age and over):	21							2	2	4	12	8	3	
Males	30								2	1	4	8	3	
Females	1									1				
Young persons (under 16 years of age):	1													
OIL.														
Adults, (16 years of age and over):	150				1	1		3	12	58	56	14	5	
Males	150				1	1		3	12	58	56	14	5	
Females														
Young persons (under 16 years of age):														
PAINTS AND VARNISH.														
Adults, (16 years of age and over):	19								1	18				
Males	17									17				
Females	2								1	1				
Young persons (under 16 years of age):														

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PAPER AND WOOD PULP.													
Adults, (16 years of age and over):	46	1	3	1	2		4	15	16	1	3		
Males	41												
Females	5	1	3	1	2			15	16	1	3		
Young persons (under 16 years of age)													
PATENT MEDICINES AND COMPOUNDS.													
Adults, (16 years of age and over):	338	8	43	49	34	24	18	17	38	57	32	14	9
Males	159	2	1	1	2	5	4	8	28	49	30	14	5
Females	185	1	42	47	32	19	14	9	10	8			1
Young persons (under 16 years of age)	1		1										
PENS, FOUNTAIN.													
Adults, (16 years of age and over):	46		11	4	4	2	1	4	2	3	10	4	1
Males	23		1	1	2			4	2	2	7	2	1
Females	21		9	2	2	2	1				3	2	
Young persons (under 16 years of age)	2		1	1									
PHOTOGRAPHIC MATERIALS.													
Adults, (16 years of age and over):	45			1	10	2		5	8	2	11	4	2
Males	30			1	1			5	7	2	10	4	2
Females	15				9	2			1		1		
Young persons (under 16 years of age)													
PRINTING AND PUBLISHING.													
Adults, (16 years of age and over):	2,355	106	80	99	161	120	107	114	154	221	465	448	180
Males	1,668	60	51	43	54	39	49	58	95	186	421	431	172
Females	684		29	49	105	81	58	56	59	35	44	17	8
Young persons (under 16 years of age)	53	27	7	7	2								
PUMPS.													
Adults, (16 years of age and over):	331			1	2	9	2	14	48	106	94	47	8
Males	301				1	2	9	2	13	48	93	47	8
Females	29									13	16		
Young persons (under 16 years of age)	1							1					
SIGNS AND ADVERTISING NOVELTIES.													
Adults, (16 years of age and over):	217		18	33	24	23	18	12	13	27	23	8	4
Males	79				4	2	3	5	8	27	13	8	4
Females	138		13	31	27	23	15	7	5		4		
Young persons (under 16 years of age)	10		5	2	3								
SLAUGHTERING AND MEAT PACKING.													
Adults, (16 years of age and over):	2,891	7	17	19	94	105	77	216	721	1,068	487	86	24
Males	2,719	7	11	9	42	51	55	202	714	1,051	487	86	24
Females	185		6	10	52	54	22	14	7	7			
Young persons (under 16 years of age)	27			5	19	10	3						

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TABLE IV. WAGES—CLASSIFIED WEEKLY WAGES: BY INDUSTRIES—1913—Continued.

Industries and Sex.	Total Number of Wage Earners	Classified Weekly Wages (For Week of Employment of Greatest Number of Wage Earners)													
		Under \$3	\$3 but under \$4	\$4 but under \$5	\$5 but under \$6	\$6 but under \$7	\$7 but under \$8	\$8 but under \$9	\$9 but under \$10	\$10 but under \$12	\$12 but under \$15	\$15 but under \$20	\$20 but under \$25	\$25 and over	
SOAP.															
Adults, (16 years of age and over):	145		18	21	8			4	11	36	23	9	1	4	
Males	96														
Females	45		14	21	8			4	11	36	23	9	1	4	
Young persons (under 16 years of age):	4		4												
STOVES AND FURNACES.															
Adults, (16 years of age and over):	310		1	1	1	8			4	30	82	110	48	25	
Males	304		1	1	1	8			4	29	81	108	46	25	
Females	2											2			
Young persons (under 16 years of age):	4									1	1		2		
SUGAR, BEET AND GLUCOSE.															
Adults, (16 years of age and over):	580					1			5	7	323	141	41	32	
Males	579								5	7	323	141	41	32	
Females	1					1									
Young persons (under 16 years of age):	1														
TOBACCO, CIGARS AND SMOKING.															
Adults, (16 years of age and over):	1,302	10	105	71	94	37	102	59	85	205	302	39		4	
Males	604	1	10	15	16	8	18	17	46	128	294	38		4	
Females	579	15	73	56	76	48	84	42	39	77	68	1			
Young persons (under 16 years of age):	19	3	13		2	1									
VINEGAR AND CIDER.															
Adults, (16 years of age and over):	32		9	1	14	1				18	7	7			
Males	24									12					
Females	28		9	1	14	1					7				
Young persons (under 16 years of age):															

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<b>WALL PLASTER.</b>														
Adults, (16 years of age and over):	478				4					10	176	254	33	1
Males	477				3					10	176	254	33	1
Females	1				1									
Young persons (under 16 years of age):														
<b>WASHING MACHINES.</b>														
Adults, (16 years of age and over):	374					5	2	20	70	185	81	10		1
Males	366					3	2	17	68	183	80	10		1
Females	7					1		3	2		1			
Young persons (under 16 years of age):	1					1								
<b>WIRE WORK, INCLUDING WIRE ROPE AND CABLE.</b>														
Adults, (16 years of age and over):	80			9	15	11	5	4	7	17	13	4		1
Males	53			6		4	1	3	7	14	13	4		1
Females	30				15	7	4	1		3				
Young persons (under 16 years of age):	3			3										
<b>WOOLEN, WORSTED AND FELT GOODS.</b>														
Adults, (16 years of age and over):	41	4	5	2	2	2	2	6	3	2	9	4		
Males	23				1	1	1	4	2	2	8	1		
Females	15	3	4	2	1	1	1	2	1		1			
Young persons (under 16 years of age):	2	2	1											
<b>ALL OTHER INDUSTRIES.</b>														
Adults, (16 years of age and over):	456		1	3	2	13	3	11	48	228	112	20		15
Males	430			2	1		2	5	48	226	111	20		15
Females	20		1			13	1	2		2	1			
Young persons (under 16 years of age):	6			1	1			4						

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TABLE NO. V—DAYS IN OPERATION. THE STATE: BY INDUSTRIES.

Industries	Number of Establishments	Average Number of Days in Operation
<b>THE STATE.</b>	<b>1,325</b>	<b>283.5</b>
Agricultural implements	24	294.0
Artificial stone	7	216.6
Automobile bodies and parts	7	293.7
Awnings, tents and sails	10	272.3
Baskets, rattan and willow ware	4	300.0
Boots and shoes	3	262.6
Boxes, cigar	6	286.3
Boxes, fancy and paper	3	273.0
Brass and bronze products	4	267.7
Bread and other bakery products	126	301.5
Brick and tile	131	217.4
Brooms	21	285.3
Butter, cheese and condensed milk	45	305.8
Buttons, pearl	23	213.2
Canning and preserving	40	68.8
Carpets and rugs	8	264.8
Carriages, wagons and materials	33	256.4
Cars and general shop construction and repairs by steam railway companies	16	254.2
Cement	6	340.1
Clothing, men's	16	279.2
Clothing, women's	7	291.8
Coffee and spice, roasting and grinding	8	300.2
Coffins, burial cases and undertakers' goods	5	296.8
Confectionery	42	295.2
Cooperage and wooden goods	6	265.8
Copper, tin and sheet-iron products	28	287.0
Dairymen's, apiarists' and poultryers' supplies	4	244.2
Electric light, heat and power	28	365.0
Flags, banners and regalia	2	269.0
Flour and grist mill products	41	268.3
Food preparations	9	227.0
Foundry and machine-shop products	97	261.2
Furnishing goods, men's	5	287.6
Furniture and refrigerators	19	294.0
Gas and electric fixtures	3	300.0
Gas, illuminating and heating	7	365.0
Hosiery and knit goods	3	300.0
Ice, manufactured	12	259.0
Leather goods	19	269.1
Leather, tanned, curried and finished	9	284.0
Liquors, malt	15	301.4
Lumber and planing-mill products	61	286.1
Marble and stone work	24	276.6
Mattresses and spring beds	4	291.7
Mineral and soda waters	27	284.3
Mirrors	2	268.0
Oil	4	292.5
Paints and varnish	2	273.5
Paper and wood pulp	2	291.0
Patent medicines and compounds	29	295.8
Pens, fountain	3	304.6
Photographic materials	2	269.0
Printing and publishing	115	300.0
Pumps	8	301.0
Signs and advertising novelties	2	277.0
Slaughtering and meat packing	12	262.8
Soap	6	295.5
Stoves and furnaces	15	256.4
Sugar, beet and glucose	2	258.0
Tobacco, cigars and smoking	66	289.1
Vinegar and elder	4	262.5
Wall plaster	3	305.6
Washing machines	8	288.8
Wire work, including wire rope and cable	3	301.6
Woolen, worsted and felt goods	8	238.0
All other industries	13	265.1

## FACTORY INSPECTION.

This report is for the biennial period from December 31, 1911, to December 31, 1913. It includes 15 months work or from December 31, 1911, to April 1, 1913, by the administration of our predecessor, and 9 months from the latter date until December 31, 1913, by the present administration.

The three appended tables cover the nine months work of the present administration.

The inspection department from April 1, 1913, to July 4, 1913, consisted of Deputy Commissioner of Labor Alfred Shepherd, and factory inspectors H. H. Bye and J. D. Seaman. After the latter date Ellen M. Rourke was added to the force under the provisions of legislative action of the Thirty-fifth General Assembly.

The factory inspection work of the Bureau as tabulated is therefore the work of three inspectors for a period of nine months and one additional inspector (woman) for a period of six months.

There was assigned to the woman factory inspector for the period mentioned stores, laundries, candy factories, garment factories and telephone exchanges of the larger cities and towns. The special investigation of women workers as included in a chapter of this report is the result of work done immediately after January 1 of the present year.

Table I is a complete summary of conditions of 2,144 diversified establishments inspected during our nine months work, and as found at time of original inspection. No following inspections are included. No summary is made of conditions found by our predecessors for the reason that inspections for the two periods in many cases cover the same establishments.

The summary is made by number and classification of industries. All classifications included are of manufacture except hotels and restaurants, laundries, schools, seed companies, state institutions, department and other stores, water pumping stations and buildings inspected for fire escapes only.

As noted at head of table, "height of buildings" gives only the highest building of any one establishment. Column of "doors opening outward and inward" is not complete, but fairly indicates many establishments of which a door opening inward is a menace in time of emergency. The law at present requires "The entrance and exit doors of all hotels, churches, lodge halls, court houses, assem-



bly halls, theaters, opera houses, colleges and public school houses, and the entrance doors to all class and assembly rooms in all public school buildings in all cities and incorporated towns, shall open outwards." In other classes of establishments the table represents doors swinging outwards and hazardous places where they swing inwards and not covered by law. The table covers establishments employing 84,719 employees, of whom 62,927 are males and 21,792 are females. Of this number, 624 males and 519 females, a total of 1,143, are under 16 years of age. This indicates a trifle over sevenths of one per cent of children employed.

The balance of table gives amount of protection furnished by fire escapes, the number and condition of elevators, protection afforded from dangerous machinery, number of establishments using boilers and whether inspected and by whom, equipment for carrying off dust, whether hand rails are provided for stairways, whether proper washing facilities, dressing rooms and lockers are provided, general sanitary conditions of establishments and kind and condition of water closets. It also shows kind of power used with relative number of establishments using each kind. The table should be valuable for future comparisons of improvement of conditions.

#### RECOMMENDATIONS MADE.

Table II shows the recommendations and orders made to procure greater safety and improved sanitary conditions in the factories, workshops, stores, etc., by the Bureau of Labor, and as provided for by law.

At no time in history has there been such a keen interest in safety. Employers who, a few years ago, resented inspection of their establishments, have come to realize its importance in economic management of business and are now veritable "safety cranks." Not only is the safeguarding of machinery and places of work now considered, but more recognition is given to sanitation and ventilation in its effect on the health and consequent efficiency of the worker. Progressive employers everywhere want the assistance of experts to advise and direct in the things needed to provide the safest and most healthful conditions and are naturally looking more and more to the state for necessary suggestions to produce safe, sane and economic results.

It is everywhere conceded to be the duty of the state to safeguard the life, limb and health of all its people with all the powers at command, and this condition continuously enlarges upon the

duties and responsibility of the Inspection Department of the Bureau.

At the first conference of inspectors, after change of administration, the rule was definitely adopted to make no order or recommendation for which there was not good and sufficient reason, and to make it incumbent upon the inspector to be able to define method and plan of compliance when called upon. This latter rule has oftentimes put the inspection department to a severe test, yet has been the means of providing safer and better places of work in numerous instances. Many employers were found who were willing to provide the fullest safety to limb and health, but who believed it to be impossible to devise guard or means because of some intricate piece of machinery, place of work or construction of establishment. To such the inspectors were of great value by reason of extended experience gained by daily contact with ordinary and extraordinary conditions.

In practically every establishment visited, the inspectors were courteously received; in numerous cases requests were sent to the office for inspection, and in the few cases where any degree of resentment was shown on first inspection, the second visit was welcomed. Compliances with recommendations were usually made promptly and in the best of spirit. Few time extensions were asked, except for good and sufficient reasons.

No prosecutions for violations of law or for non-compliance with inspectors' orders and recommendations were necessary during the nine months of our administration. During the fifteen months of our predecessor the following cases were prosecuted with results as noted:

#### CASES PROSECUTED.

July 9, 1912, proprietor Printing Company, Des Moines, was arrested for failure to comply with order No. 44. Plead guilty, fined \$5 and costs.

Proprietor China and Crockery Store, Council Bluffs, arrested for failure to comply with order No. 61. Case dismissed by Justice of Peace without consent of department.

Proprietor Shoe Shining parlor, Des Moines, arrested Aug. 19, 1912, for failure to post list of employees under 16 years of age. Fined \$5 and costs.

Proprietor Shoe Shining parlor, Des Moines, arrested Aug. 21, 1912, for failure to post list of employees under 16 years of age. Fined \$5 and costs.



Proprietor Shoe Shining parlor, Des Moines, arrested Aug. 21, 1912, for working children under 16 years of age. Fined \$5 and costs.

Proprietor Shoe Shining parlor, Des Moines, arrested Aug. 21, 1912, for failure to post list of employes under 16 years of age. Fined \$5 and costs.

Proprietor Shoe Shining parlor, Des Moines, arrested Aug. 21, 1912, for failure to post list of employes under 16 years of age. Fined \$5 and costs.

Proprietor Department Store, Des Moines, arrested for failure to post list of children under 16 years of age. Case dismissed.

Proprietor Department Store, Des Moines, arrested for failure to post list of children under 16 years of age. Case dismissed.

Proprietor Shoe Shining parlor, Des Moines, arrested for failure to post list of children, and for working children under 14 years of age. Fined \$1 and costs on each charge.

Table II as noted gives in detail the work for the last nine months of the biennial period. To show the inspection work for the entire biennial period, December 31, 1911, to December 31, 1913, we give the following:

NUMBER OF INSPECTIONS AND CLASSIFIED ORDERS.

	15 Months Former Ad- ministration	9 Months Present Ad- ministration	Total for Biennial Period
Number of establishments inspected.....	1,217	2,144	3,361
Guard gears.....	117	909	1,026
Remove or cover set screws.....	117	789	856
Guard saws, jointers, etc.....	102	458	560
Cover extractors.....	22	85	107
Guard rail or screen machinery.....	149	493	642
Rubber mat for switchboard.....	1	71	72
Guard or rail openings.....	19	94	113
Repair or build new stairways.....	45	135	180
Erect fire escapes.....	17	304	121
Repair fire escapes.....	4	11	15
Drop or extension ladders.....	27	116	153
Signs to fire escapes.....	25	31	56
To swing doors outward.....	12	62	74
To connect with suction fan.....	4	59	63
Ventilator for fumes.....	66	111	177
Repair elevators and gates.....	2	61	63
Repair water gauges, boilers, etc.....	7	47	54
Better passageways.....	5	48	53
Belt shifters.....	2	19	21
Hang up idle belts.....	1	9	10
Smoke jacks (new or repair).....	13	66	79
New closets for men.....	16	47	63
New closets for women.....	38	208	246
Repair closets for men.....	25	150	175
Separate closets for women.....	10	30	40
Remove obscene writing.....	18	46	64
Provide washing facilities.....	1	38	39
Provide good drinking water.....	0	42	42
Provide dressing rooms.....	1	4	5
Post list of children under 16.....	33	116	149
Remove children under 14.....	4	28	32
Miscellaneous.....	30	110	130
Total number of recommendations.....	941	4,600	5,540

T

ND	List of Minors Posted		Certificates of Age on File		Seats for Fe- male Employees		General Sanitary Conditions		
	Yes	No	Yes	No	Yes	No	Good	Poor	Fair
Poor									
17	131	108	106	133	1,147	82	1,409	57	616
	1	1	1	1	16		14	1	15
	1	1	1	1	3		2	1	1
	2	1	1	1	1		3		3
	2		1	1	6		5		3
	2		1	1	3		3		1
	1	3	1	2	13		2	1	3
	1	2	1	2	2		13		7
	3	1	1	1	5		45	3	15
	1	2	1	2	25	1	34	6	21
	5	1	4	2	18		12		20
	5	8	4	9	44		31	1	17
	2	2	2	2	3		3		3
	3	3	3	3	13		22	1	4
	3	3	5	3	14		29	2	29
	1	1	1	1	2		5		2
	3	2	5	5	24		17	1	7
	3	2	4	2	14		10		4
	1	1	1	1	5		4		1
	8	1	6	2	20	2	2		2
	1	1	1	1	16		21		6
	1		1		6		6		
	1				15		50	3	22
	1	1		1	3		8		4
	2	1	5	1	6		1		1
	2	1	5	1	11		20	1	10
	5	5	5	5	58	1	102	4	48



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The above number of recommendations, however, does not indicate total number of items covered. Many times, a single recommendation covers a group of similar conditions to be corrected. As an illustration, one recommendation covered the guarding of back gears of 16 lathes and in the table it is recorded as one order. Usually one order was made for any similar group of defects where such grouping could be made sufficiently definite for identification.

### HOURS OF LABOR.

Table III shows the hours of labor per day by classified industries, with the number of establishments of each classification. It is based upon statements to inspectors by the management of each concern.

The data covers the 2,144 original inspections of the last nine months period of report, less 55 inspections of buildings for fire escapes only. The table represents the hours of labor per day of the majority of employees. Many of the establishments have different hours for some employees. For instance, firemen, engineers, janitors; or in some cases for special work, etc. Again groups of employees in certain work may be required to work either a smaller or greater number of hours per day than employees in other classes of work. As an illustration, one plant reported worked 8, 9, 10 and 11 hours per day, the majority of employees were found working between 9 and 10 hours, and the firm was therefore listed at 9 hours, but less than 10 hours per day.



TABLE II—RECOMMENDATIONS OF FACTORY INSPECTORS, APRIL 1, 1913, TO DECEMBER 31, 1913, BY KIND AND INDUSTRY.

	Agricultural implements	Artificial stone	Automobile bodies and parts	Awings, tents and sails	Baskets, rattan and willow ware	Boots and shoes	Boxes, cigar	Boxes, fancy and paper	Brass and bronze products	Bread and other bakery products	Brick and tile	Brooms	Butter, cheese and condensed milk	Buttons, pearl	Canning and preserving	Carpets and rugs	Carriages, wagons and materials	Cars and general shop construction and repairs by steam railway companies	Cement
Number of inspections.....	30	4	36	2	8	6	3	3	6	20	66	12	60	32	51	7	27	60	8
Guard gears.....	37	2	20			2	3		4	17	53	2	7	12	49		19	69	29
Remove or cover set screws.....	19	1	11				4		1	6	80	9	26	3	24		19	26	10
Guard saws, jointers, etc.....	30		3				1				2	7	1		2		15	20	
Cover extractors.....										1									
Guard rail or screen machinery.....	2			1						9	59	1	19	8	23	1	10	21	25
Rubber mat for switchboards.....										2	9		3	2	1		4	1	
Guard or rail openings.....			1		1					25			2	2	1		1	5	
Repair or build new stairways.....	2		1		1				1	1	10		5	2	6		2	4	
Erect fire escapes.....	2		1		1					1			1		8				
Repair fire escapes.....																	2		
Drop or extension ladders.....													1	2					
Signs to fire escapes.....	3					1					1		6	4	1		5		
To swing doors outward.....														1				1	
To connect with suction fan.....	5								1	1							5		
Ventilator for fumes.....													1						
Repair elevators and gates.....	8								1		4		15	1	6		5	1	3
Repair water gauges, boilers, etc.....	1										12		3				1	3	
Better passageways.....	1										5		3				1		6
Belt shifters.....	3									1	1	2	4		1	1	2		1
Hang up idle belts.....												1	1						
Smoke jacks (new or repair).....																		9	
New closets for men.....	2	1									7		2	1	2	1	6		
New closets for women.....											10				1	1	2		
Repair closets for men.....	9	1	4	1		2			3	1		4	6	5	4		4	18	2
Repair closets for women.....						1			1	1		1	2	1	2		2		
Separate closets for sexes.....													2						
Remove obscene writing.....												1			1			3	
Provide washing facilities.....	1						1				4	2		1	2			3	
Provide good drinking water.....	2										2		1		5		1	1	
Provide dressing room.....													1						
Post list of children under 16.....										1	2		1	2	7	2	1		
Remove children under 14.....	1									1	1				4			2	
Miscellaneous.....	3					1				1	1		5	1	1		3	6	2
Total number of recommendations.....	131	5	41	2	3	7	9		12	4	287	30	119	46	151	11	94	206	89

TABLE II—RECOMMENDATIONS OF FACTORY INSPECTORS, APRIL 1, 1913, TO DECEMBER 31, 1913, BY KIND AND INDUSTRY—Continued.

	Clothing, men's	Clothing, women's	Coffee and spice, roasting and grinding	Coffins, burial cases and undertakers' goods	Confectionery	Cooperage and wooden goods	Copper, tin and sheet-iron products	Dairymen's, apiarists' and poultrymen's supplies	Electric light, heat and power	Electric railway shops and barns	Flags, banners and regalia	Flour and grist mill products	Food preparations	Foundry and machine shop products	Fur goods and tanning	Furniture and refrigerators	Gas and electric fixtures	Gas, illuminating and heating	Hosiery and knit goods
Number of inspections.....	25	14	5	4	35	11	27	6	76	12	2	52	12	154	7	33	5	17	5
Guard gears.....		5	3		19	6	19	2	8	9		24	17	225	1	9	2		2
Remove or cover set screws.....		1	2	1	19	5	12	3	4	5		24	7	83	7	15	1	2	
Guard saws, jointers, etc.....		2	1	1	2	8	4	4	1	6		1	3	106		32			
Cover extractors.....													1						
Guard rail or screen machinery.....	1	1		2	4	1	9	10	39			14	9	34	1	4	3	8	1
Rubber mat for switchboards.....	1	3			2			1	16					6		2		1	
Guard or rail openings.....									7			9		8	1				
Repair or build new stairways.....					4	2			2	1		9	2	8			1	3	
Erect fire escapes.....											1	4	1			2			
Repair fire escapes.....																			
Drop or extension ladders.....									1					3		7		1	
Signs to fire escapes.....	3	2	2		8				1					3					
To swing doors outward.....	3								1										
To connect with suction fan.....		2					2							10		1			
Ventilator for fumes.....							1							1		1	2		
Repair elevators and gates.....	2				3		3		1					7	1	1		1	
Repair water gauges, boilers, etc.....						3			7					3				1	
Better passageways.....	1		1		3	1			1	1				1		3			
Belt shifters.....					3	2								2					
Hang up idle belts.....						2	2							1					
Smoke jacks (new or repair).....																		1	
New closets for men.....		1							9	1		1		7					
New closets for women.....	1	1			1				1					2				2	1
Repair closets for men.....	4	4	1		6	4	5	2	5	4		2		25	1	3			
Repair closets for women.....	5	2			6					1				7	2	2			1
Separate closets for sexes.....					1									2					
Remove obscene writing.....	3	3			4									2		2			
Provide washing facilities.....	2						1			2				2					
Provide good drinking water.....	1	1			1	1	1	1		1				7					
Provide dressing room.....		1																	
Post list of children under 16.....	5	4	2	1	2		2						2	3		2			2
Remove children under 14.....	1	1			2	3	2		5	2		1		8		1		1	
Miscellaneous.....	1																		
Total number of recommendations.....	34	34	12	5	90	38	63	23	109	33	1	89	53	585	14	88	9	18	11



TABLE II—RECOMMENDATIONS OF FACTORY INSPECTORS, APRIL 1, 1913, TO DECEMBER 31, 1913, BY KIND AND INDUSTRY—Continued.

	Hotels and hospitals	Ice, manufactured	Iron and steel forgings	Leather goods and tanning	Laundries	Liquors, malt	Lumber and planing-mill products	Marble and stone work	Mattresses and spring beds	Mineral and soda waters	Mirrors and glass	Oil	Paint and varnish	Paper and wood pulp	Patent medicines and compound	Pens, fountain	Printing and publishing	Pumps	Schools
Number of inspections.....	58	23	10	18	176	14	87	7	4	39	3	11	4	6	19	3	192	12	9
Guard gears.....	1	3	3	2	26	6	25	1	7										
Remove or cover set screws.....		1	2	3	54	7	36	2	2	11	2	4	9	3	5		37	17	
Guard saws, jointers, etc.....			4		2		117	1					7	5	5		92	10	
Cover extractors.....	2				72										3		5	6	7
Guard rail or screen machinery.....	1	13	6	2	20	4	28	1	1	10		3			1		21	1	6
Rubber mat for switchboards.....		2			1	1									1				
Guard or rail openings.....		4		1	2	1	4			2		1	3	1	1				
Repair or build new stairways.....		2			9	2	9			4	1	3	3	1	2			1	
Erect fire escapes.....	11	2		1		1						1							
Repair fire escapes.....	5											1							4
Drop or extension ladders.....	4																1		
Signs to fire escapes.....	7			5	1		5												
To swing doors outward.....	10			1			1							1	1	1	4		
To connect with suction fan.....			1		10		2			1									1
Ventilator for fumes.....																1	12	2	
Repair elevators and gates.....		2	1	3	2	3	6			3		3	3		1		56		
Repair water gauges, boilers, etc.....		3		1	10	3	2							1			1		
Better passageways.....			1				2							1					
Belt shifters.....				1		1	4	1	3	1							1		
Hang up idle belts.....					1		2						2				1		
Smoke jacks (new or repair).....																	1		
New closets for men.....		2	1		8					1							1		
New closets for women.....				2	4												1		
Repair closets for men.....		5	3	4	25	2	12	2	3	3	1	2	1				18	4	
Repair closets for women.....	1		1	2	26		3					1			3		8	1	1
Separate closets for sexes.....		3		1	7		2					1	1		1		2		
Remove obscene writing.....				3	1		1		1								1	1	
Provide washing facilities.....				1	1		1										1		
Provide good drinking water.....		1		1	1		1										1		
Provide dressing room.....																	2	1	
Post list of children under 16.....				1	12	1	2												
Remove children under 14.....		1			1		6									1	6		
Miscellaneous.....	1	1	1		8		2			3		1	1				1		
Total number of recommendations.....	43	45	24	35	310	33	273	9	17	39	4	20	30	14	25	3	276	44	19

TABLE II—RECOMMENDATIONS OF FACTORY INSPECTORS, APRIL 1, 1913, TO DECEMBER 31, 1913, BY KIND AND INDUSTRY—Continued.

	Seed Companies	Sign and advertising novelties	Slaughtering and meat packing	Soap	Sporting goods	State institutions	Stores, department and others	Stoves and furnaces	Sugar beet and glucose	Telephone offices	Theater	Tobacco, cigars and smoking	Vinegar and cider	Washing machines	Water pumping station	Wire work, including wire rope and cable	All other industries	Establishment inspected for fire escapes only	Total for each recommendation
Number of inspections.....	8	3	14	8	2	8	223	10	1	30	34	31	8	14	27	7	23	55	2,144
Guard gears.....		1	27	3	2	18		9	5					8	2	6	7		909
Remove or cover set screws.....	7	1	17	2	2	6	1	3	10					8	1	3	3		739
Guard saws, jointers, etc.....	1		5	1		19		7	1					14		2	3		458
Cover extractors.....			2			5													85
Guard rail or screen machinery.....	4		9	1		10	1	2	9	5				8	3	1	2		493
Rubber mat for switchboards.....	1					4	4			2				1					71
Guard or rail openings.....	1		3			3		2	1		1								94
Repair or build new stairways.....	2	1	2			13	1	1	1		2	3	1	2		1	3		135
Erect fire escapes.....						2	4			1	3	1						49	104
Repair fire escapes.....							2					1							11
Drop or extension ladders.....			1			2												3	13
Signs to fire escapes.....			4			23				3	4	2				1	1	2	116
To swing doors outward.....			1							1	4	1						5	31
To connect with suction fan.....						5													62
Ventilator for fumes.....																			59
Repair elevators and gates.....	1	1	5	1		3	2	3					1	1					111
Repair water gauges, boilers, etc.....	2		2										1		2				61
Better passageways.....			1			7			2		2							1	47
Belt shifters.....			1			1		1	2							1			48
Hang up idle belts.....					1			1											19
Smoke jacks (new or repair).....																			9
New closets for men.....						8			1		1				1				66
New closets for women.....						17			1		1								47
Repair closets for men.....			3			16	1			3		5		2	1	2	3		268
Repair closets for women.....	1	1				31				3		1		1		1	1		129
Separate closets for sexes.....						3						1				1	1		30
Remove obscene writing.....			1			12			1	2							1		46
Provide washing facilities.....				1		7			1					1					38
Provide good drinking water.....						3			1			1		1		1	2		42
Provide dressing room.....									1										4
Post list of children under 16.....	1		2			37						4	3				4		116
Remove children under 14.....						2						1					2		28
Miscellaneous.....			1			27				2	1	1	1	2			2		110
Total number of recommendations.....	21	5	87	9	4	70	228	29	39	22	19	26	7	49	10	20	25	60	4,509



TABLE III—SHOWING GENERAL HOURS OF WORK: BY NUMBER OF ESTABLISHMENTS OF EACH CLASSIFIED INDUSTRY.

(See analysis, "Hours of Labor.")

Industry	Number of Establishments	Less than 8 Hours	8 Hours but less than 9 Hours	9 Hours but less than 10 Hours	10 Hours but less than 11 Hours	11 Hours but less than 12 Hours	12 Hours and Over
<b>THE STATE.</b>							
Agricultural implements	2,089	56	282	693	970	9	79
Artificial stone	30		3	5	22		
Automobile bodies and parts	4		1	2	1		
Awnings, tents and sails	36			1	33		2
Baskets, rattan and willow ware	2			1	1		
Boots and shoes	3			2	1		
Boxes, cigar	6		2	2	2		
Boxes, fancy and paper	3			3			
Brass and bronze products	3		2	1			
Bread and other bakery products	6			3	3		
Brick and tile	20		2	2	14	2	
Brooms	66			8	58		
Butter, cheese, and condensed milk	12			2	10		
Buttons, pearl	60		9	5	41		5
Canning and preserving	32			10	22		
Carpets and rugs	51	2		2	26	1	20
Carriages, wagons and materials	7			1	6		
Cars and general shop construction and repairs by steam railway co.'s	27		1	8	18		
Cement	60		9	31	18	1	1
Clothing, men's	8			2	5		1
Clothing, women's	25		8	14	3		
Coffee and spice, roasting and grinding	14		3	6	5		
Coffins, burial cases, undertakers' supplies	5			2	3		
Confectionery	4			2	2		
Cooperage and wooden goods	35		1	6	27		1
Copper, tin and sheet-iron products	11		2	2	7		
Dairymen's, apiarists' and poulterers' supplies	27		2	10	15		
Electric light, heat and power	6		2		4		
Electric railway shops and barns	76		11	8	31		26
Flags, banners and regalia	12		2	3	7		
Flour and grist mill products	2		1	1			
Food preparations	52		2	5	39	4	2
	12		3	2	7		

Foundry and machine-shop products	154		9	46	99		
Fur goods and tanning	7		1	5	1		
Furniture and refrigerators	33		1	9	22		1
Gas and electric fixtures	5		1	2	2		
Gas, illuminating and heating	17		1		13		3
Hosiery and knit goods	5			4	1		
Hotels and hospitals	58	3	10	27	16		2
Ice, manufactured	25		2	1	19		6
Iron and steel forgings	10			5	5		
Leather goods and tanning	18	1	3	6	8		
Laundries	176	1	9	56	110		
Liquors, malt	14		4	2	8		
Lumber and planing-mill products	87		3	28	56		
Marble and stone work	7		1	2	4		
Mattresses and spring beds	4				4		
Mineral and soda waters	39		2	5	32		
Mirrors and glass	3			3			
Oil	11		3	4	4		
Paints and varnish	4		1		3		
Paper and wood pulp	6		1		3		2
Patent medicines and compounds	19		11	5	3		
Pens, fountain	3		1		2		
Printing and publishing	192		81	76	35		
Pumps	12		1	3	8		
Schools	9	9					
Seed companies	8		2	2	4		
Signs and advertising novelties	3			2	1		
Slaughtering and meat packing	14			1	13		
Soap	8		1	3	4		
Sporting goods	2			1	1		
State institutions	8		6	2			
Stores, department and other	223	1	17	195	10		
Stoves and furnaces	10			3	7		
Sugar, beet and glucose	1						1
Telephone offices	30		15	11	4		
Theaters	34	34					
Tobacco, cigars and smoking	31	1	17	11	2		
Vinegar and cider	8			6	2		
Washing machines	14			2	12		
Water pumping stations	27	2	9	3	6	1	6
Wire work, wire rope and cable	7		1	1	5		
All other industries	23	2	2	9	10		

Note—55 inspections of buildings for fire escapes only, not included in this table.



## INDUSTRIAL ACCIDENTS.

Two substantial purposes are served by the reporting of industrial accidents to the Bureau of Labor Statistics: 1. Accident prevention, and 2. an Iowa experience on which to base equitable casualty rates to cover compensation for injuries sustained. Physicians cannot heal the sick without first making a thorough diagnosis of the patient; the builder must have carefully prepared plans, based upon knowledge of materials and architecture, to construct a building worth while; the farmer must have a knowledge of soils and plant life and of the means to combat soil deterioration and disease of plant life, to succeed. So must the state know the character, cause and economic cost of industrial accidents before a real progress can be made in the conservation of her productive forces as evidenced in the workers.

The cost in lessened productivity, the suffering entailed, and the ill-feeling engendered between employer and employe as a result of industrial accidents has long been recognized as a heavy burden upon industry, the industrial workers, and upon society. No adequate provision was made, prior to the time of the Thirty-fifth General Assembly, to arrive at facts and conditions as they exist in our home state.

The law creating the Bureau of Labor contained among other duties of the Commissioner, the following "and shall compile and publish therein (biennial report) such information as may be considered of value to the industrial interests of the state, \* \* \* the number and character of accidents," etc. Under this provision, former commissioners made a faithful effort to collect accident statistics by preparing and mailing blanks for report of accidents to all employers from whom other statistics were gathered at the end of each biennial period. The great difficulty with this plan was that only a small per cent of employers were reached, and of those but very few kept a record of accidents in their establishment and consequently could not furnish the desired information. As an indication of the uselessness of these reports for any practical purposes, we note that from December 31, 1902, to December 31, 1911, a period of nine years, but 103 fatal and 7,667 non-fatal accidents were reported, a number less than the actual number occurring during one year upon the basis of present reports under the statute of 1913.

### PRESENT LAW.

The last General Assembly, appreciating the need of more accurate data of accidents, in view of the change from employers'

liability rules to workmen's compensation in the adjustment of claims for personal injuries sustained in industry, enacted the following:

*"Chapter 196—Section 4. Record of Accidents, Report—Failure—Penalty.* Manufacturers, manufacturing corporations, proprietors or corporations operating any mercantile establishments, mills, workshops, mines other than those subject to inspection by the state mine inspector, or business houses, shall keep a careful record of any accidents occurring to an employe, while at work for the employer, when such accident results in the death of the employe or in such bodily injury as will or probably may prevent him from returning to work within four days thereafter. The said record shall at all times be open to inspection by any inspector of the bureau of labor statistics. Within forty-eight hours after the occurrence of an accident, the record of which is herein required to be kept, a written report thereof shall be forwarded to the commissioner of the bureau of labor statistics, and said commissioner may require further and additional report to be furnished him should the first report be by him deemed insufficient. No statement contained in any such report shall be admissible in any action arising out of the accident therein reported. Any employer who fails to keep the record or to furnish the report as herein provided shall be deemed guilty of a misdemeanor and upon conviction thereof shall be fined not less than five dollars (\$5) nor more than one hundred dollars (\$100) and costs of prosecution."

This act became effective July 4, 1913. For the reason that the Workmen's Compensation Act also made provision for a report of accidents to the Industrial Commissioner, an agreement was made for a joint accident blank which could be made out by the employer in triplicate—one copy to be mailed the Industrial Commission, one copy to the Bureau of Labor, and the other to be retained by the employer as a record required under the provisions of the law.

To familiarize employers with their duty under the law, 20,000 copies of these blanks were mailed in sets of three and six; the supply being insufficient another 20,000 copies were printed to supply the demand.

Considering the experience of former commissioners, it was deemed unwise to expend monies to gather accident reports for the period from December 31, 1911, to July 4, 1913, the date of the new law becoming effective, and as the biennial period for report ended December 31, 1913, this report includes accidents reported for six months only. It should be further explained that because thousands of employers had no knowledge of the above act, and a considerable number of others were confused by reason of the Workmen's Compensation Act not becoming effective in all of its parts until July 1, 1914, and who therefore thought the latter



to be the date of the accident report law going into effect, the accidents reported in this issue is far from the total number occurring during the six months period. This is indicated by the fact that but 193 employers made reports, and some of these only during the latter months of the period. To the credit of Iowa employers, it must be said that those who had knowledge of the provisions of the law, at all times co-operated with the Bureau in the most satisfactory manner. Those who have studied our method of compiling accident reports have expressed the opinion that such a report for five years, or even two years, would be of inestimable value to employer, employee and to the state at large, both as a means of preventing many unnecessary accidents, which is the thing most desired, and in rate adjustment, and are lending every means to make possible accurate data.

As shown by table following, there were reported to the Bureau, 1,186 accidents from July 4, 1913, to December 31, 1913, of this number 11 were fatal approximating 9 1-3 per cent. In 192 cases, there was no final report, because of discharge of the injured, the injured quitting the service, suits brought, etc., leaving 983 cases in which a computation is possible on time and wages lost by reason of injury, also possible effects under a compensation law. The total number of actual working days lost in these cases was 6,355 and the actual wages lost as based upon reports was \$16,699.78. Based upon reports coming into the office during July, 1914, the above amounts can be multiplied by 8, and possibly 10 to reach the actual loss of wages caused by accidents per annum.

In 43 of the above cases, the loss of time was in excess of thirty days. In 337 cases, in excess of 7 days and in 195 cases in excess of 14 days or of sufficient time to come within the provisions for compensation under the Workmen's Compensation Act. This data is upon basis of all days lost, while above wage data is upon actual working days lost.

Of accidents partial in character and permanent in quality as defined by law, there were as follows: loss of index finger, 3; loss of third and fourth fingers, 2; loss of four fingers, 2; loss of 2nd and 3rd fingers, 2; one each of the following loss, 2nd finger, 1st three fingers, first 2 fingers, 3rd finger and thumb, first 3 toes, 1 hand, 1 eye.

The accidents in which the loss was only of one joint or less and for which the law provides one-half compensation of that allowed for loss of entire member were as follows: thumb 1, index finger 6, second finger 4, third finger 2, four fingers 1.

Many sociologists, statisticians, students and others are interested in underlying causes. To these the general table should be useful for the many uses that may be made of it to compute different phases of cause and effect of accidents.

To show the possibilities of the many details that may be gleaned from the general table we give number of accidents in each hour of service as follows:

During 1st hour of work.....	100
During 2d hour of work.....	102
During 3d hour of work.....	123
During 4th hour of work.....	115
During 5th hour of work.....	84
During 6th hour of work.....	107
During 7th hour of work.....	131
During 8th hour of work.....	123
During 9th hour of work.....	107
During 10th hour of work.....	38
After 10th hour of work.....	19

These figures include 1,049 reports in which complete time dates were given and are based upon the assumption of a break for meals and rest between the 5th and 6th hour of work, and show the greatest number of accidents occurring during the third hour after going to work and the second and third hour after the break. The lessening number after the 8th hour is no doubt due, in a large part, to the lesser number engaged in service after the 8th hour.

#### AGES.

There were made 1,138 reports giving age of injured, from which we give the number injured of each age.

12 years of age.....	1
14 years of age.....	2
15 years of age.....	5
16 years of age.....	18
17 years of age.....	22
18 years of age.....	29
19 years of age.....	34
20 years of age.....	39
21 to 25 years of age.....	273
26 to 30 years of age.....	260
31 to 35 years of age.....	157
36 to 40 years of age.....	99
41 to 45 years of age.....	82
46 to 50 years of age.....	44
51 to 55 years of age.....	31
56 to 60 years of age.....	25
61 to 65 years of age.....	6
66 to 70 years of age.....	5
Over 70 years of age.....	6

Those desiring a further analysis we respectfully refer to appended table.



ACCIDENTS REPORTED FROM JULY 4, 1913, TO JANUARY 1, 1914.  
SEX, AGE, EXPERIENCE

Accident number	Date of accident	Returned to work	Week day of accident	Hour of day	Began work	Sex	Age	Married or single	Language spoken	Occupation when injured	Length of experience in this occupation	Was it regular occupation
1	7-1-13		Tu	6:00pm	7:00am	M	35	M	Eng	Tank wagon driver	8 months	Yes
2	7-2-13	7-21-13	W	4:45pm	7:00am	M	17	S	Eng	Off bearer	17 days	Yes
3	7-8-13	7-17-13	Th	1:40pm	7:00am	M	20	S	Eng	Sawyer	2 weeks	Yes
4	7-5-13	7-5-13	Sa		6:30am	M	30	M	Eng	Motorman	5 years	Yes
5	7-7-13	7-9-13	M	6:00pm	7:00am	M	21	S	Eng	Pipe unloader	5 months	Yes
6	7-7-13	7-24-13	M		7:00am	M	19	S	Eng	Pipe worker	2 months	Yes
7	7-7-13	7-12-13	M	9:00am	7:00am	M	27	M	Eng	Truck helper	7 months	Yes
8	7-7-13	7-7-13	M	10:45am	7:00am	M			Eng	Track laborer	18 days	Yes
9	7-9-13	7-9-13	W	5:00pm	6:00am	M	48	M	Eng	Fireman	9½ years	Yes
10	7-9-13	7-9-13	W	3:00pm	6:45am	M	44	M	Eng	Carpenter	3 years	Yes
11	7-10-13	7-15-13	Th	7:00pm	2:30pm	M	43	M	Eng	Conductor	3½ months	Yes
12	7-10-13	7-10-13	Th	3:30pm	6:45am	M	25	M	Eng	Laborer	2½ years	No
13	7-10-13	7-11-13	Th	9:30am	6:45am	M	26	M	Eng	Laborer	3 weeks	No
14	7-10-13	8-18-13	Th	2:30pm	7:00am	M	28	S	Eng	Glass handler	Very little	No
15	7-22-13	7-25-13	Tu		7:00am	M	48	M	Eng	Foreman	8 months	Yes
16	7-12-13	7-12-13	Sa	1:30pm	7:00am	M	31	M	Eng	Pole yard foreman	3 months	Yes
17	7-13-13	7-18-13	Su	10:00am	7:00am	M	20	S	Eng	Dump laborer	2 years	Yes
18	7-13-13	7-29-13	Su	8:00am	7:00am	M	33	M	Eng	General utility man	3 years	Yes
19	7-13-13	7-13-13	Su	2:00pm	7:00am	M	28	S	Grk	Cinder wheeler		Yes
20	7-15-13	7-15-13	Tu	11:40am	7:00am	M			Eng	Track laborer	2 days	Yes
21	7-12-13	7-16-13	Sa			M	34	M		Laborer	Unknown	
22	7-16-13	7-16-13	W	9:55am	7:00am	M	67	M	Eng	Carpenter	Lifetime	Yes
23	7-17-13	7-17-13	Th		7:00am	M	57		Eng	Sawyer	8 months	Yes
24	7-17-13	8-5-13	Th	1:15pm	7:00am	M	29	S	Eng	Soap presser	12 years	Yes
25	7-17-13	8-4-13	Th	u'known	7:00am	M	40	S	Grk	Wringer man	2½ days	Yes
26	7-17-13	7-26-13	Th			M	34	M	Eng	Grinder		Yes
27	7-18-13	7-18-13	F		6:30am	M		Wi	Eng	Conductor	4 years	Yes
28	7-15-13	7-21-13	Tu	4:30pm		M	16	S	Eng	Roustabout	4 months	Yes
29	7-18-13		F			M	39	S	Eng	Laborer	9 months	Yes
30	7-18-13		F	u'known	7:00am	M	38	M	Eng	Laborer	Unknown	Yes
31	7-19-13		Sa	1:30pm	7:30am	M		S	Eng	Pole unloader	10 years	Yes
32	7-19-13	7-21-13	Sa	u'known	7:00pm	M	35	S	Eng	Car barn foreman	4 years	Yes
33	7-19-13	8-7-13	Sa	4:00pm	7:00am	M	63	M	Eng	Molder	3 months	Yes
34	7-21-13		M	8:15am	7:00am	M	22	M	Eng	Joiner	7 years	No
35	7-21-13		M	3:30pm	7:00pm	M			Grk	Laborer		Yes
36	7-22-13		Tu	4:15pm	7:00am	M	20	S	Eng	Bench worker	4 months	Yes
37	7-22-13		Tu	11:00am	7:00am	M	67	Wi	Eng	Brick wheeler	6 years	
38	7-22-13	9-8-13	Tu	5:35pm	7:00am	F	18	S	Eng	Can cleaner	1 month	No
39	7-22-13	7-22-13	Tu			M	21	M	Eng	Grinder		
40	7-23-13		W	10:00am	7:00am	M	41	S	Eng	Woodworker	12 years	Yes
41	7-23-13	7-23-13	W	3:30pm	7:00am	M			Grk	Track laborer		Yes
42	7-23-13	7-23-13	W	7:30am	7:00am	M		S	Eng	Laborer		Yes
43	7-23-13	9-4-13	W		8:00am	M	35	S	Eng	Laborer	3 months	Yes
44	7-23-13	7-29-13	W	11:00am	7:00am	M	36	M	Ger	Foreman	5 months	Yes
45	7-23-13	7-26-13	W			M	22	M	Eng	Casting grinder	4 weeks	Yes
46	7-23-13	8-8-13	W			M	24	M		Shearer		
47	7-23-13	8-15-13	W	4:00pm	7:00am	M	75	M	Eng	Helper	5 years	Yes
48	7-24-13	7-24-13	Th	3:00pm	7:00am	M	15		Eng	Helper		
49	7-21-13	7-28-13	M			M	17	S		Driller		
50	7-25-13	7-25-13	F	10:00am	7:00am	M	14	S	Eng	Water boy	2 weeks	Yes

<sup>1</sup>Nail taken off.

<sup>2</sup>While unloading poles, one swung around towards injured and to escape it he jumped ten feet.

<sup>3</sup>Hurt internally.

<sup>4</sup>Will not grow out to natural shape.

<sup>5</sup>Infected.

SHOWING IN DETAIL TIME, CAUSE AND EXTENT OF INJURY,  
AND WAGES OF INJURED.

Piece or time work	Average wage per day	Wages upon returning to work	Working days per week	Machine or tool causing injury	Part of person injured	Nature of injury	Accident number
Time	\$2.50		6	Cinder	Index finger of left hand	Scratched	1
Time	1.00	\$1.00	6	Hand hole mach'y	Thumb and fingers of left hand	Slightly cut	2
Time	1.66	1.66	6	Cross-cut saw	Thumb and finger, left hand	Slightly cut	3
Time	2.50	2.50					
Time	3.50	3.50	6	Barrel	Left foot	Contusion	4
Time	2.25	2.25	6	Gas pipe	Lower lip	Cut	5
Time	3.00	3.00	6	Stone in ditch	Finger	Mashed	6
Time	2.00	2.00	6	Lifting stove	Back	Sprained	7
Time	2.25	2.25	6	Iron rail	3 fingers on left hand	Small cuts	8
Time	2.20	2.20	7	Nail in board	Left forearm	Slight injury	9
Time	3.00	3.00	6	Splinter	Left eye	Injured	10
Time	1.80	1.80	7	Fell off car	Right wrist	Sprained	11
Time	2.175	2.00	6	Sewer tile	Left 2d and 3d fingers	Slight injury	12
Time	2.20	2.20	6	Splinter	Left 2d finger	Very slight injury	13
Time	2.00	2.00	6	Glass	Palm of right hand thumb	Deep cut	14
Time	2.50	2.50	7	Piece of tin	Wrist	Cut	15
Time	3.00	3.00	6	Hoist derrick	Left shoulder	Possible traumatism of nerve	16
Time	2.00	2.00	7	Dump car	Left side of back	Badly bruised	17
Time	2.40	2.40	6	Fell from ladder	Rib	Broken	18
Time				Truck	Great toe of left foot	Contused <sup>1</sup>	19
Time	2.25	2.25	6	Piece of rock	Left hand and foot	Abrasion	20
Time	2.00	2.00	6	Channel iron	Middle and ring fingers (left)	Bone broken, contused	21
Time	2.25	2.25	6	Rip saw	Thumb	Cut	22
Time	2.00	2.00	6	Piece of lumber	Left eye	Injured	23
Both	2.50	2.50	6	Soap Press	Forefinger of right hand	Badly cut at base of nail	24
Time	Unkn	Unkn	6	Wringer	Left thumb	One bone broken	25
Time	2.60	1.75		Emery dust	Right eye	Injured	26
Time	2.50	2.50	7	Fell off car	Leg	Slightly wounded	
					Left ankle	Sprained	27
	1.50	1.50		Truck	Foot	Injured	28
Time	2.00		6	Emery wheel	Eye	Foreign body	29
Time	2.25	2.25	6	Concrete mixer	Middle finger of left hand	Abrasion	30
Time	2.25		6	Swinging pole	Right ankle	Sprained <sup>2</sup>	31
Time	3.00	3.00	7	Piece of steel	Left eye	Injured	32
Piece	4.00	3.25	6	Molten metal	Right ankle	Burned	33
Time	2.70			Knives of jointer	Index right hand finger	Cut off just back of nail	34
Time	2.25			Concrete mixer	Left heel and ankle	Sprained	35
Time	3.00		6	Peg nail	Finger	Pierced	36
Time	2.10		6	Fell against pile br'k	Side	Slightly bruised	37
Piece	1.25	1.25	6	Fell down stairs	Left arm	Incomplete fracture	38
				Piece iron, emery whl	Eye	Injured	39
Time	2.40		5½	Chip of wood	Left eye-ball	Cut	40
Time	2.25	2.25		Flat car	2 right hand fingers	Bruised	41
Time	2.50	2.50	6	Hand car	2d and 3d fingers of left hand	Crushed	42
Time	2.50	2.50	6	Fell from roof	Hip and arms	Bruised	43
Time	3.50	3.50	6	Falling timber	Spine	Injured <sup>3</sup>	44
Time	1.85	1.85		Piece of iron	Left eye	Injured	45
	1.85	1.85		Shears	Index finger	End cut off <sup>4</sup>	46
Time	1.75	1.75	6	Band Saw	Back of hand	Cut	47
	1.00	1.00	6	Ran across elev. pit	Ankle	Turned	48
	1.75	1.75		Slipped, fell on floor	Back	Injured	49
Time	1.00	1.00	6	Jack	Third finger of left hand	Crushed at nail <sup>5</sup>	50



## ACCIDENTS REPORTED FROM JULY 4, 1913, TO JANUARY 1, 1914, SHOWING IN WAGES OF

Accident number	Date of accident	Returned to work	Week day of accident	Hour of day	Began work	Sex	Age	Married or single	Language spoken	Occupation when injured	Length of experience in this occupation	Was it regular occupation
51	7-25-13	7-28-13	F		7:00am	M	35	M	Eng	Grinder	1½ years	Yes
52	7-24-13	8-11-13	Sa	2:00pm	7:00am	M	31	S	Eng	Machine worker	5 years	Yes
53	7-27-13	8-5-13	Su	11:00am	6:00am	M	32	M	Eng	Pit worker	3 months	Yes
54	7-15-13	7-28-13	Tu			M		S		Assembler		
55	7-28-13		M	5:00pm	7:00am	M	27	S	Eng	Helper	2 years	Yes
56	7-28-13	7-28-13	M	3:00pm	7:00am	M	29	M	Eng	Lineman		Yes
57	7-28-13	7-31-13	M	5:30am	6:00pm	M	21	S	Eng	Electrician	1 year	Yes
58	7-28-13	8-25-13	M	7:30am	7:00am	M	42	M	Eng	Laborer	2 months	Yes
59	7-29-13	9-15-13	Tu	1:30pm	7:00am	M	47	W	Eng	Molder	18 years	Yes
60	7-11-13	7-11-13	F	2:00pm	7:00am	M	28	M	Eng	Foreman		Yes
61	7-10-13	7-21-13	Th	1:00pm		M			Eng	Laborer	1 month	Yes
62	7-30-13	8-1-13	W	4:00pm	7:00am	M	23	M	Eng	Lineman	4 years	Yes
63	7-30-13	8-1-13	W	8:00pm	6:00pm	M	28	S	Eng	Operator	16 days	Yes
64	7-30-13	7-31-13	W	7:30am	7:00am	M	29	M	Eng	Grinder	21 days	Yes
65	7-31-13		Th	10:55am	7:00am	M	22	S	Eng	Cross-cut sawyer	6 days	Yes
66	7-30-13	7-31-13	W	7:00am	7:00am	M	24	M	Eng	Grinder	4½ months	Yes
67	7-31-13	7-31-13	Th	11:10am	7:00am	M	59	M	Eng	Carpenter	1½ years	Yes
68	7-31-13	8-4-13	Th		7:00am	M	29	S	Eng	Grinder	1½ days	Yes
69	7-31-13	8-11-13	Th	1:00pm	7:00am	M		S	Eng	Machinist	9 years	Yes
70	7-31-13	7-31-13	Th	unknown	7:00am	M	26	S	Eng	Laborer		Yes
71	8-1-13		F	2:30pm	7:00am	M	38	M	Eng	Kiln setter	1½ years	Yes
72	8-1-13	8-8-13	F	10:30am	7:00am	M		S	Eng	Boring machine operator	2 months	Yes
73	8-1-13		F	3:30pm	7:00am	M	32	W	Eng	Off-bearer	3 years	Yes
74	8-1-13	8-1-13	F	3:00pm	7:00am	M	31	M	Eng	Steam shovel engineer	1 month	Yes
75	8-1-13	9-17-13	F	8:30am	8:00am	M		M	Eng	Carpenter	3 months	Yes
76	8-1-13	8-1-13	F		7:00am	M	33		Eng	Engineer	6 years	Yes
77	8-2-13	8-4-13	Sa	2:30pm	7:00am	M	20	S	Eng	Case packer	2 years	Yes
78	8-2-13	9-2-13	Sa	11:00am	7:00am	M	22	S	Eng	Machinist	3½ years	Yes
79	8-2-13	8-12-13	Sa	8:00am	7:00am	M	50	M	Eng	Trucker	4 weeks	Yes
80	8-4-13		M	10:00am	7:00am	M	22	S	Eng	Foreman	3 months	Yes
81	8-4-13	8-18-13	M	11:35am	7:30am	M	28	S	Eng	Lineman	7 years	Yes
82	8-4-13	8-4-13	M	11:25am	7:00am	M	57	M	Eng	Engineer	25 years	Yes
83	8-5-13		Tu	12:00m	7:00am	M	12	S	Eng	Piling cans	2 days	No
84	8-5-13	9-3-13	Tu	5:00pm	8:00am	M	49	M	Eng	Wash house man	13 years	Yes
85	8-6-13	8-11-13	W	9:00am	7:00am	M	16	S	Eng	Butter printer	2 months	Yes
86	8-6-13		W	11:15am	7:00am	M	56	S	Eng	Laborer		Yes
87	8-6-13		W	11:15am	7:00am	M	26	S	Eng	Laborer	2 weeks	Yes
88	8-6-13		W	2:00pm	7:00am	M	16	S	Eng	General worker	11 months	Yes
89	8-6-13	8-16-13	W	9:00am	7:00am	M	28	S	Eng	Warehouse man	6 weeks	Yes
90	8-6-13	8-25-13	W	12:45pm	7:00am	M	21	M	Eng	Riveter	6 months	Yes
91	8-6-13	8-14-13	W	7:35pm	2:45pm	M	35	M	Eng	Conductor		Yes
92	8-6-13	8-6-13	W	12:30pm	7:00am	M	23	S	Eng	Bottle handler	2 months	Yes
93	8-6-13		W	4:00am	6:00pm	M	25	M	Eng	Laborer	5 nights	Yes
94	8-6-13	8-21-13	W	8:00am	7:00am	M	34	M	Eng	Rattler filler	2 months	Yes
95	8-6-13	8-11-13	W	4:00pm	7:00am	M	30	S	Eng	Assembler	2 weeks	Yes
96	8-7-13	8-18-13	Th	3:00pm	7:00am	M	18	S	Eng	Laborer	6 weeks	Yes
97	8-7-13	9-10-13	Th	5:30pm	7:00am	M	28	M	Eng	Tank maker	17 months	Yes
98	8-7-13	8-22-13	Th	3:30pm	7:00am	M		S	Eng	Carpenter	10 years	Yes
99	8-7-13	8-8-13	Th	11:00am	7:00am	M	20	S	Eng	Grinder	3 weeks	Yes
100	8-8-13	8-11-13	F	10:00am	8:00am	M	43	M	Eng	Carpenter	1 month	Yes

\*Physician took third finger off at first joint.

\*Several stitches taken.

\*Did not return to work for this company.

\*Had similar accident 5 years previous when employed in a branch office.

\*Anvil slipped from base striking toe.

\*Death. Injured person was blocking cars and the supposition is that he went to sleep on track while waiting for loaded car to come down.

## DETAIL TIME, CAUSE AND EXTENT OF INJURY, SEX, AGE, EXPERIENCE AND INJURED—CONTINUED.

Piece or time work	Average wage per day	Wages upon returning to work	Working days per week	Machine or tool causing injury	Part of person injured	Nature of injury	Accident number
Piece	2.00	2.00	6	Emery wheel	Left eye	Injured	51
Time	3.00	3.00	6	Shaper	2d, 3d and 4th fingers	Cut*	52
Time	2.50	2.50	6	Pulling jack screw	Back	Sprained	53
	1.75	1.75		Emery wheel chisel	Finger	Pierced	54
Time	2.00		6	Tire trueing machine	Point of thumb	Mashed	55
Time	4.00	4.00	6	Electric wire	Palm of right hand		
					2nd and 3d left hand fingers	Burned	56
Time	2.40	2.00	7	Motor starting box	3d finger on left hand	Burned	57
Time	2.00	2.00	6	Shoving lumber	Shoulder	Dislocated	58
Piece	3.25	3.50	6	Molding machine	Left instep	Bones probably broken	59
Time	2.50	2.50	7	Iron hoop	Right side of mouth	Slightly cut	
					Inner side lower lip	Bruised	60
Time	1.75	1.75		Saw mill mach.	Back	Bruised and sprained	61
Time	3.75	3.75	6	Capstan	Left arm	Cut and lacerated	62
Time	2.50	2.50	7	Belt guard	Right index finger	Lacerated*	63
Time		2.00	6	Piece of steel	Right eye	Injured	64
Time	1.67		6	Cross-cut saw	3 fingers of left hand	Cut off	65
Piece	3.00		6	Piece of iron	Cornea of left eye	Injured	66
Time				Shaper	End of middle finger	Nail cut off	67
Time	3.25	3.25	6	Emery grinder	Eyes	Injured	68
Time	3.00	3.00	6	Timbers	Index finger, right hand	Contused	69
Time	2.25	2.25	6	Steel rails	Right thumb	Sprained	70
Piece	2.20		6	Crane in kin.	Forearm	Bone cracked	71
Time	1.75	1.75	6	Boring machine	Thumb of left hand	End lacerated	72
Time	1.67		6	Self-feed rip saw	Four fingers of left hand	Cut off	73
Time	4.00	4.00	6	Iron rod	Cheek	Contusion	74
Time	4.00	4.00	6	Skids-roller	Foot	Crushed, 3 or 4 bones broken	75
Time	4.00	4.00		Emery wheel	Eye	Foreign body	76
Time	2.50	2.50	6	Broken bottle	First left hand finger	Cut	77
Time	2.35	2.30	6	Drill press	Muscles of right side	Strained	78
Time	1.75	1.75	6	Truck	Left leg	Bruised	79
Time	1.75	1.75	5½	Coffee granulator	2d and 3d right hand fingers	Bruised	
					Index finger	Broken	80
Time	3.50	3.50	6	Carrying hook	Left leg	Lacerated	81
Time	3.00	3.00	6	Piston rod on pump	Tip of middle left hand finger	Cut off	82
Time	1.00			Piling cans	Neck of left scapula	Fractured	83
Time	2.83	2.83	6	Keg	Foot and left large toe	Bruised and broken	84
Time	1.50	1.50	6	Steam jet	Forehead	Burned	85
	2.25		6	Elm tree	Right shoulder	Ligaments strained	86
	2.25		6	Elm tree	Left collar bone	Broken	87
Time	1.00			Bund'e cutter	Left arm and cords in back	Sprained	88
Time	2.11	2.11	6	Lifting box	Back, under left shoulder	Strained*	89
Time	1.75		6	Anvil	Large left toe	Contusion <sup>10</sup>	90
Time	1.50	1.50	7	Street car	Head	Bruised	
					Neck and shoulder muscles	Sprained	91
Time	2.25	2.25	6	Broken bottle	Right thumb	Cut	92
Time	2.10		7	Railroad dump car	Killed		93
Time	1.85	2.00	6	Ratt'r & mower fr'm	Middle left finger	Laceration	94
Time	1.75	1.75	6	Baler	Left little finger	Lacerated	95
Time	1.65	1.65	6	Matcher	Finger	Mashed	96
Time	2.75	2.75	6	Punch & hammer	Left eye	Glancing blow	97
Time	3.00	3.00	6	Cut-off saw	Left thumb	Bruised	98
Time	1.85	1.85	6	Emery wheel	Left eye	Foreign object in eye	99
Time	4.00	4.00	6	Scaffold fell	Right hand	Flesh torn	100



DETAIL TIME, CAUSE AND EXTENT OF INJURY, SEX, AGE, EXPERIENCE AND INJURED—CONTINUED.

Piece or time work	Average wage per day	Wages upon returning to work	Working days per week	Machine or tool causing injury	Part of person injured	Nature of injury	Accident number
Time	2.25	2.25	6	Handle	Forehead	Lacerated	101
Time	2.50	2.50	6	Emery dust	Eyes	Irritated	102
Time	2.25	2.25	6	Cinder	Eye	Inflamed	103
Time	3.25	3.25	6	Stepped off flask	Left ankle	Sprained	104
Time	2.00	2.00	6	Emery wheel	Left eye	Foreign body	105
Time	1.85	1.85	6	Emery wheel	Right eye	Foreign body	106
Time	1.75	1.75	6	Baler	Forearm	Cut	107
Time	2.50	2.50	6	Gasoline	Right arm	Burned	108
Time	3.00	3.00	6	Falling dirt	Knee	Wrenched, ligaments torn loose	109
Time	4.80	4.80	7	Globe valve	2 toes on left foot	Brused	110
Time	1.50	1.50	6	Cutter	Right arm	Brused	111
Time	.833	.833	6	Freight elevator	Heel of left foot	Crushed <sup>12</sup>	112
Time	2.25	2.25	6	Wrench	Eyelid	Cut	113
Time	2.25	2.25	6	Pipe	Right foot	Brused	114
Time	2.25	2.25	6	Track jack	3d finger on right hand	Lacerated	115
Time	3.50	3.50	6	Electric shock	Killed		116
Piece	2.56	2.56	6	Flask	Chamber of left eye	Burned	117
Piece	1.50	1.50	5 1/2	Button machine	Left wrist	Badly bruised <sup>14</sup>	118
Time	2.20	2.20	6	Tile trough	3d finger of right hand	Deeply cut	119
Time	4.00	4.00	6	Hammer	Finger	Bone broken	120
Time	2.00	2.00	6	Lifting jack	Palm of left hand	Cut	121
Time	1.47	1.47	5 1/2	Sheet of steel	1st finger of left hand		122
Piece	3.00	3.00	6	Piece of rock	3d finger of right hand	Deep cuts	123
Time	1.85	1.85	6	Emery wheel	3d finger of right hand	Brused	124
Time	2.00	2.00	6	Rattler	Left eye	Foreign body	125
Time	3.75	3.75	6	Wires	Right index finger	Almost cut off	126
Time	3.75	3.75	6	Hot solder	Right thumb	Nail torn loose	127
Time	2.00	2.00	7	Dump car	Eyes	Injured <sup>15</sup>	128
Time	3.30	3.30	6	Electric light wire	3d finger of left hand	Flesh and nail pinched off	129
Time	2.25	2.25	6	Wrench	Electric shock and loss of blood		130
Time	2.00	2.00	6	Side plate bender	Left hand	Brused	131
Both	3.25	3.25	6	Flasks	Left index finger	Brused	132
Time	2.50	2.50	6	Steel borings	Left knee	Brused	133
Time	2.00	2.00	6	Frame	Great and first toes	Mashed	134
Both	2.50	2.50	6	Fell against sill	Eye	Injured	135
Time	2.00	2.00	6	Emery wheel	Left leg	Brused and skinned	136
Time	2.50	2.50	6	Corn mixer	Forearm	Cut about 2 inches	137
Time	.75	.75	5 1/2	Wood boring mach.	Right eye	Foreign body	138
Time	2.50	2.50	6	Piece of glass	Right arm from wrist to sh'd'r	Scalded	139
Time	1.85	1.85	6	Emery wheel	Tip of 2d finger of left hand	Badly cut	140
Piece	3.00	3.00	6	Mine car	Foot	Cut	141
Time	1.00	1.00	6	Rip saw	Left eye	Foreign body	142
Time	3.50	3.50	6	Rock dust	Leg	Brused	143
Time	1.85	1.85	6	Emery wheel	Thumb	Cut	144
Time	2.00	2.00	6	Rail tongs	Eyes	Irritated	145
Time	3.80	3.80	7	Jeffrey mill	Left eye	Foreign body	146
Time	2.00	2.00	5 1/2	Chain	Left foot	Contusion and abrasion	147
Time	2.25	2.25	6	Rail	Face and both eyes	First degree burn	148
Time	2.25	2.25	6	Air hoist	Hand	Cut	149
Time	2.25	2.25	6	Steel rail	Right foot	Brused	150
			6		Head	Skull fractured	151
			6		Middle finger on right hand	Inflected	152

<sup>15</sup>Hot solder laying on pavement, exploded, driving solder into injured's eyes.



ACCIDENTS REPORTED FROM JULY 4, 1913, TO JANUARY 1, 1914, SHOWING IN  
WAGES OF

Accident number	Date of accident	Returned to work	Week day of accident	Hour of day	Began work	Sex	Age	Married or single	Language spoken	Occupation when injured	Length of experience in this occupation	Was it regular occupation
151	8-17-13	8-18-13	Sa	2:30pm	7:00am	M	39	M	Eng	Laborer	3 months	Yes
152	8-18-13	8-22-13	M	3:30pm	7:00am	M	19	S	Ital	Laborer	3 months	Yes
153	8-18-13	9- 6-13	M	10:00am	7:00am	M	25	S	Grk	Laborer	2 weeks	Yes
154	8-18-13	8-18-13	M		7:00am	M	18	S	Eng	Glazier	2 years	Yes
155	8-18-13	9- 2-13	M			M	27	M		Molder		
156	8-18-13	10	M	8:30pm	7:00am	M	18	S	Eng	Laborer	1 week	Yes
157	8-19-13	8-19-13	Tu		7:00am	M	43	S	Eng	Freight handler	4 months	Yes
158	8-19-13	8-19-13	Tu	3:00pm	7:00am	M	36	M	Eng	Grinder	3 months	Yes
159	8-19-13	8-19-13	Tu	3:00pm	7:00am	M	26	S	Eng	Laborer	3 weeks	Yes
160	8-20-13	9- 9-13	W	12Mdt.	5:00pm	M	25		Eng	Motorman	3 months	Yes
161	8-20-13	8-29-13	W	10:00am	7:00am	M	27	M	Eng	Trucker	2 weeks	Yes
162	8-20-13	8-20-13	W	9:00am	7:00am	M	20	S	Eng	Laborer	4 months	Yes
163	8-20-13	8-23-13	W	4:00pm	7:00am	M	25		Eng	Loco. fireman	5 days	Yes
164	8-25-13	8-25-13	M			M		M	Eng	Laborer	4 months	Yes
165	8-25-13	8-29-13	M	9:30pm	3:00pm	M		S	Eng	Conductor	2 years	Yes
166	8-21-13	8-21-13	Th		7:00am	M	21	S	Eng	Pipe layer	1 1/2 months	Yes
167	8-21-13	8-26-13	Th	1:30pm	6:00am	M	24	S	Belg	Laborer	8 days	
168	8-21-13	17	Th	10:00am	7:00am	M	20	S	Eng	Bottle washer	1 week	Yes
169	8-27-13	9- 6-13	W	3:00pm	7:00am	M	60	M	Eng	Belting	Just st't'd	No
170	8-11-13		F	8:30am		M	32	S	Eng	Laborer	10 weeks	Yes
171	8-21-13	8-23-13	Th	5:45pm	7:00am	M	19	S	Eng	Laborer	3 months	Yes
172	8-21-13	8-22-13	Th	5:30pm	9:30am	M	17	S	Eng	Liquid mixer	2 days	Yes
173	8-23-13	11- 3-13	F	8:30am	7:00am	M	30	M	Eng	Machinist	5 years	Yes
174	8-22-13	18	F	1:00pm	7:00am	M	18	S	Eng	Helper	2 weeks	Part
175	9-20-13	10-27-13	Sa	11:00am	7:00am	M	24			Laborer	2 days	Yes
176	8-22-13	8-22-13	F		7:00am	M	24	M		Laborer	Few weeks	Yes
177	8-23-13		Sa	12:45pm	7:00am	M	29	S	Eng	Conveyor tender	1 week	Yes
178	8-23-13	19	Sa	3:00pm	7:00am	M	21	S	Eng	Running stabber	13 days	Yes
179	8-23-13		Sa	4:20pm	7:00am	M	42		Eng	Driller	2 1/2 years	Yes
180	8-23-13	8-24-13	Sa	8:00am		M	33	M	Eng	Driller	1 month	Yes
181	8-25-13	9- 1-13	M	5:30pm	7:00am	M	47	M	Eng	Laborer	30 days	Yes
182	8-25-13	10-20-13	M	5:00pm	7:00am	M	23	S	Eng	Land man	3 months	Yes
183	8-25-13	8-27-13	M	3:00pm	7:00am	M	23	S	Eng	Machinist	6 years	Yes
184	8-26-13	9- 1-13	M	7:20am	7:00am	M	22	S	Eng	Electrician	Sev'l yrs.	Yes
185	8-25-13	8-25-13	M	3:00pm	7:30am	M	25	M	Hun	Breaker and loader	2 months	Yes
186	8-26-13	9- 5-13	Tu	5:00pm	7:00am	M	23	S	Eng	Soap presser	4 months	Yes
187	8-26-13	9- 8-13	Tu	9:45am		M	50	M	Eng	Car cleaner	10 years	Yes
188	8-26-13	8-28-13	Tu	11:40am	7:00am	M	28	M	Eng	Cooper	3 months	Yes
189	8-26-13	8-26-13	Tu	8:30am	7:00am	M	18	S	Eng	Foreman	1 1/2 weeks	Yes
190	8-27-13		W	11:00pm	5:30am	M	24	M	Eng	Machinist	4 years	No
191	8-27-13	1- 5-14	W	1:30pm	7:30am	M	25	S	Eng	Mule driver	1 1/2 years	Yes
192	8-27-13	20	W	3:30pm	7:00am	M	30	M	Eng	Tank wagon driver		No
193	8-27-13	9- 3-13	W	11:00am	7:00am	M	17	S	Eng	Helper	5 days	Yes
194	8-27-13	9-15-13	W	9:15am	7:00am	M	49	M	Eng	Sawyer	3 months	Yes
195	8-27-13	8-29-13	W	7:00pm	7:00am	M	17	S	Eng	Can packer	2 weeks	Yes
196	8-27-13	9- 6-13	W	11:50am	7:00am	M	23	S	Slav	Trucker	1 year	Yes
197	8-26-13	9- 3-13	Th	10:00am	7:00am	M	50	M	Eng	Laborer	25 days	
198	8-28-13	9- 8-13	Th	2:30pm	7:00am	M	26	M	Eng	Machinist	5 years	Yes
199	8-28-13	9- 6-13	Th	10:00am	7:00am	M	22	S	Eng	Sawyer	4 weeks	Yes
200	8-28-13	8-28-13	Th	11:00am	7:00am	M	19	S	Eng	Machinist	5 1/2 months	Yes

<sup>10</sup>Death.

<sup>17</sup>Injured party was extra helper during busy season; did not return to work for this company.

<sup>18</sup>Left employ of company and returned to school.

<sup>19</sup>Left employ.

<sup>20</sup>Left employ of company on day of injury.

<sup>21</sup>Lifting plank.

DETAIL TIME, CAUSE AND EXTENT OF INJURY, SEX, AGE, EXPERIENCE AND  
INJURED—CONTINUED.

Place or time work	Average wage per day	Wages upon returning to work	Working days per week	Machine or tool causing injury	Part of person injured	Nature of injury	Accident number
Time	2.10	2.10	7	Elevator	Left thumb	Badly lacerated	151
Time	2.50	2.50	6	Sand hopper	Hand	Scratched	
Time	2.25	2.25	6	Spike maul	Left ankle	Sprained	152
Time	2.00	2.00	6	Silver of glass	Teeth	Broken	
Time	3.25	3.25	6	Molding machine	Face	Contused	153
Time	2.50		6	Sand hopper	2d right finger	Cut	154
Time	2.00	2.00	6	Gas engine roller	Middle finger, left hand	Nail removed	155
Time	1.85		6	Emery wheel	Suffocated		156
Time	2.25	2.25	6	Piece of glass	Great toe on left foot	Injured	157
Time	2.00	2.00	7	Street car	Left eye—Cornea	Foreign body	158
Time	1.85		6	Pushing truck	Right eye	Injured	159
Time	2.00	2.00	6	Unloading freight	Right hand	Slightly fractured	160
Time	2.50	2.50	6	Shoveling coal	Back	Sprained	161
Time	2.25	2.25	6	Steel rails	1st and 2d fingers on left hand	Slightly cut	162
Time	2.50	2.50	7	Railroad tie	Back	Lumbago	163
Time	2.75	2.75	6	Hot lead	Left little finger	Bruised	164
Time	2.00	2.00	6	Steel rail	Ankle	Sprained	165
Time	1.66		7	Bottle	Foot	Burned	166
Time	2.25	2.25	7	Transfer car	2 fingers on right hand	Mashed	167
Time	2.00		6	Piece of iron	Hand	Cut <sup>17</sup>	168
Time	2.00	2.00	6	Hoist	Leg and foot	Wrenched	169
Time	2.00	2.00	6	Steam hose	Left knee	Bruised and inflamed	170
Time	2.80	2.80	6	Crane tongs	Little left finger	Broken	171
Time	1.33		6	Feed rolls	Right arm and wrist	Burned—not serious	172
Time	1.75	1.75	7	Opening pipe with wire	Right knee	Joint fractured	173
Time	2.25	2.25	6	Piece of steel	Wrist	Badly sprained <sup>18</sup>	174
Time	2.00		6	Corn conveyor	Palm of left hand	Infected	175
Time	1.67	1.67	6	Sash stabber	Eye	Foreign substance	176
Time	2.25		6	Broken plank	Left leg and right forearm	Bruised	177
Time	3.20	3.20	6	Rock	Finger	Mashed <sup>19</sup>	178
Time	2.50	2.50	6	Falling stone	Right leg	Muscles sprained	179
Time	2.50	2.50	6	Pole broke	Middle left toe	Bruised	180
Time	3.00	3.00	6	Babbitt box	Head	Cut	181
Time	3.50	3.50	6	Ladder	Right arm	Broken	
Time	3.00	3.00	6	Piece of rock	Left arm	Sprained	182
Time	2.50	2.50	6	Soap press	Eye	Burned	183
Time	2.25	2.25	7	Window glass	Back of head	Two-inch scalp wound	
Time	3.00	3.00	6	Cooper adz	Back	Severely bruised	184
Time	1.22	1.22	5 1/2	Piece of steel	3d finger of right hand	Bruised	185
Time	3.00		6	Chain belt	Thumb and forefinger	Cut to bone	186
Time	2.80	2.80	6	Mine car	Right thumb	Cut	187
Time	1.33	1.33	6	Wagon wheel	Left thumb	Bruised	188
Time	1.80	1.80	6	Drill press	Left elbow	Cut	189
Time	2.50	1.50	6	Box saw	End of 3d left hand finger	Taken off below nail	
Piece	3.00	3.00	6	Case of corn	End of 2d left hand finger	Mashed	190
Time	2.50	2.50		Truck	Left foot	Fractured	191
Time	3.20	3.20	6	Heavy plank	Right limb	Bruised	192
Time	1.75	1.75	5 1/2	Sledge	1st finger left hand	Lacerated	193
Time	1.95	1.95	5 1/2	Saw	Left eye and face	Bruised	194
				Emery wheel	Right hand	Jammed	195
					Great toe on right foot	Mashed	196
					Back	Wrenched <sup>21</sup>	197
					Large right toe	Mashed	198
					Ball of thumb	Lacerated	199
					1st finger of left hand	Deeply cut	200



## ACCIDENTS REPORTED FROM JULY 4, 1913, TO JANUARY 1, 1914, SHOWING IN WAGES OF

Accident number	Date of accident	Returned to work	Week day of accident	Hour of day	Began work	Sex	Age	Married or single	Language spoken	Occupation when injured	Length of experience in this occupation	Was it regular occupation
201	8-29-13	9-2-13	F	9:30am	7:30am	M	39	M	Eng	Lineman	5 months	Yes
202	8-29-13	8-29-13	F	11:30am	7:30am	M	25	S	Eng	Teamster	3½ months	Yes
203	8-29-13	9-3-13	F	2:00pm	6:00pm	M	24	M	Eng	Repair man	15 months	Yes
204	8-29-13	9-4-13	F	8:00am	7:00am	M	50	M	Eng	Elevator operator	3 months	Yes
205	8-30-13		Sa	12:00m	7:00am	M	20	S	Eng	Trucker	2 months	Yes
206	8-30-13	8-30-13	Sa	4:00pm	7:00am	M		M	Eng	Laborer	7 months	Yes
207	8-30-13	8-30-13	Sa	1:30pm	7:00am	M		S	Eng	Truck foreman	8½ mths	Yes
208	8-30-13	9-3-13	Sa	7:30am	7:00am	M	22	M	Eng	Chicken picker	7 years	Yes
209	8-26-13		Tu	4:00pm		M	24	S		Assembler of gas engines	3 years	
210	8-25-13		M	2:00pm		M	63	M	Eng	Trucker	3½ years	Yes
211	8-20-13		W	10:00am		F	46	S	Eng	Ironer	3 weeks	Yes
212	9-1-13	9-15-13	M	11:10am	9:00am	F	16	S	Eng	Stitcher	2½ years	Yes
213	9-1-13		M	3:00pm	7:00am	M	48	M	Eng	Foreman	25 years	Yes
214	9-1-13	9-15-13	M	2:00pm	7:00am	M	25	S	Eng	Roofing	1 year	Yes
215	9-1-13	9-8-13	M	2:00pm	7:30am	M	18	S	Eng	Taking proofs	1 month	Part
216	8-28-13	9-5-13	Th	12:00m	7:00am	M		S	Eng	Laborer		Yes
217	9-2-13	9-18-13	Tu	9:00pm	6:00pm	M	33	M	Eng	Rivet heater	2 weeks	
218	9-2-13		Tu	9:00pm	6:00pm	M	21	S	Eng	Press man	2 weeks	Yes
219	9-2-13	10-10-13	Tu	4:30pm	7:00am	M	32	M	Eng	Helper	9 days	Yes
220	9-2-13	9-2-13	Tu	1:15pm	1:15pm	M	28	M	Eng	Helper	2½ months	Yes
221	9-2-13	9-4-13	Tu	11:30am	7:00am	M	25	S	Eng	Helper	1 year	Yes
222	9-3-13		W	7:40am	7:00am	M	36	Wi	Eng	Elevator oper.	5 days	Yes
223	9-3-13		W	10:30am	9:00am	M	23	M	Eng	Laborer	1 year	Yes
224	9-3-13	9-3-13	W	12:00m	7:00am	M	20	S	Eng	Laborer	11 months	Yes
225	9-4-13		Th	4:30am	6:00pm	M	24	S	Eng	Laborer	3 months	Yes
226	9-4-13		Th	10:00am	7:00am	M	21	S	Eng	Trip rider	8 months	Yes
227	10-9-13	10-11-13	Th	9:30pm	7:00pm	M				Laborer	4 days	Yes
228	9-4-13		Th	2:30pm	1:00pm	M	25		Grk	Laborer	1½ hours	
229	9-4-13	9-17-13	Th	10:30am	7:00am	M	32	M	Eng	Breaking castings	3 years	Yes
230	9-4-13	9-23-13	F	5:25pm	7:00am	M	62	M	Eng	Chipper	5 months	Yes
231	9-4-13	9-5-13	Th	2:30pm	7:00am	M	40	S	Eng	Laborer	3½ months	Yes
232	9-4-13	9-4-13	Th	5:00pm	7:00am	M	27	S	Grk	Laborer	2 months	Yes
233	9-4-13	9-7-13	Th	4:00pm	7:00am	F		S	Eng			Yes
234	9-4-13		Th	9:30am	7:00am	M	19	M	Eng	Bin man	1 day	Yes
235	9-4-13	9-5-13	Th	1:00pm	7:00am	M	23	S	Eng	Kiln man		Yes
236	9-19-13	9-22-13	F	11:45am	7:00am	M	21	S	Eng	Molder	3 years	Yes
237	9-3-13	9-4-13	W	10:30am	7:00am	M	49	S	Eng	Laborer	22 years	Yes
238	9-3-13	9-5-13	F	10:00am	7:00am	M	25	S	Eng	Laborer	2 months	Yes
239	9-6-13	9-8-13	F	10:00am	7:00am	M	24	M	Eng	Assembler	8 years	Yes
240	9-6-13		Sa	2:00pm	6:00am	M			Eng	Teamster	1 month	Yes
241	9-7-13		Su	8:15pm	6:50pm	M		M	Eng	Laborer	1 month	Yes
242	9-8-13	9-29-13	M	9:00am	7:00am	M	48	M	Eng	Laborer	1 year	Yes
243	9-8-13		M	9:30am	7:30am	M	39	S	Eng	Lineman	15 years	Yes
244	9-8-13	9-9-13	M	5:00pm	7:00am	M	23	M	Aus	Laborer	1 year	Yes
245	9-8-13	9-8-13	M	7:10am	7:00am	M	43	M	Eng	Truck foreman	3 months	Yes
246	9-8-13		M	6:35pm	6:00pm	M	50	S	Eng	Night watchman	2 weeks	Yes
247	9-9-13		Tu	7:45am	7:00am	M	22	M	Eng	Trucker	4 days	No
248	9-9-13	9-15-13	Tu	1:15pm	7:00am	M	36	M	Pol	Transfer man	2 weeks	Yes
249	9-9-13	9-24-13	Tu	7:10am	7:00am	M	24	S	Mute	Press helper	2 weeks	Yes
250	9-9-13	9-17-13	Tu	5:30pm	7:00am	M	44	M	Eng	Foreman	10 years	Yes

<sup>22</sup>Injured party tripped over dog falling forward lighting on his side on knife.

<sup>23</sup>Left employ.

<sup>24</sup>Discharged—misrepresented in accident.

<sup>25</sup>Compound fracture.

<sup>26</sup>Left employ of this company.

<sup>27</sup>Death.

<sup>28</sup>Left employ of company.

<sup>29</sup>Is no longer with the company.

<sup>30</sup>Death.

## DETAIL TIME, CAUSE AND EXTENT OF INJURY, SEX, AGE, EXPERIENCE AND INJURED—CONTINUED.

Piece or time work	Average wage per day	Wages upon returning to work	Working days per week	Machine or tool causing injury	Part of person injured	Nature of injury	Accident number
Time	3.50	3.50	6	Coll of wire	3 toes left foot	Bruised	201
Time	4.50	4.50		Poles on wagon	Left thumb	Sprained	202
Time	2.70	2.70	7	Packing machine	Middle right toe	Bone broken	203
Time	1.65	1.65	6	Elevator	Nose and forehead	Cut	
Time	2.00		6	Cutter	Right shoulder	Bruised	204
Time	2.25	2.25	6	Nail in board	Left wrist	Cut—5 stitches taken	205
Time	2.50	2.50	6	Hot asphalt	Right foot	Punctured	206
Piece	3.00	3.00	6	Picking knife	2 fingers on left hand	Burned	207
	2.75			Drill press	2 inches above right hip joint	Cut 4 inches long <sup>25</sup>	208
	2.20			Fly-wheels	Small finger on left hand	Cords cut	209
Time	1.00		6	Flat goods ironer and shears	Instep	Badly bruised	210
Time	.92	.92	6	Stitcher	1st joint of left index finger	Cut off	211
Time	3.00	3.00	6	Fell through floor	Finger	Crushed and needle stapled through	212
Time	3.00		6	Hot pitch	Left hip and ankle	Badly strained	213
Time	1.50	1.50	6	Proof press	Left hand	Burned	214
Time	2.50	2.50	6	Nail	Base of thumb of left hand	Slightly cut and bruised	215
Time	2.00	2.00	5	End coils	Left foot	Injured	216
Both	2.00				Lower limbs	Painful bruises	217
Time	5.00		5	End coils	Left leg above ankle	Fractured	218
Time	2.25	2.25	6	Molten iron	Top of right foot	Burned	219
Time	1.83	1.83	6	Hatchet	Right hand	Cut	220
Time	2.15	2.15	6	Blinding clamp	Left arm	Slight injury	221
Time	2.00		6	Elevator	Right collar bone	Broken	222
Time	2.25		6	Struck by pole	One rib on left side	Fractured	223
Time	2.00	2.00	6	Piece of steel	Eye	Injured	224
Time	2.10		7	Conveyer	Left leg below knee	Bones badly crushed <sup>26</sup>	225
Time	2.20		6	Dump car	Body	Badly bruised	226
Time	1.75	1.75	7	Starch box	2d finger left hand	Bruised	227
Time	2.25		6	Barrow handle	Nail	Split	228
Piece	2.00	2.00	6	Breaking iron	Finger	Cut	229
Time	1.80	1.85	6	Castling	Leg	Skin lacerated	230
Time	2.25	2.25	6	Hot asphalt	Left leg	Contusion of tibia	231
Time	2.25	2.25	6	Flat car	Right forearm	Badly burned	232
Piece	.83	.83	6	Nail in barrel	Left knee	Slightly strained	233
Time	2.25		7	Bin door	Left arm	Cut	234
Time	3.25	3.25	6	Kiln car	Killed	Squeezed between door and wall	235
Time	2.00	2.00	6		Great toe on left foot	Bruised	
Piece	3.00	3.00	6	Hot iron	Left foot	Severely burned	236
Time	2.25	2.25	6	Crow bar	Right shoulder	Dislocated	237
Time	2.50	2.50	6	Heat	Overcome	Headache and dizziness	238
Piece	3.80	3.80	6	Drift pin	Left side of face	Bruised and swollen	239
Time	2.00	2.00	6	Collision	Head	Slightly cut	
Time	3.00		7	Hand brake lever	Right shoulder	Bruised	240
Time	2.25	2.25	6	Chain hoist	Stomach	Injured	241
Time	3.50	3.50	6	Wire pliers	10th, 11th and 12th ribs near spine on right side	Broken	242
Time	2.50	2.50	6	Falling stone	Elbow and palm of hand	Burned	243
Time	2.50	2.50	6	Bricks	Head	Cut	244
Time	2.30	2.30	7	Air compressor	2 fingers on left hand	Lacerated	245
Piece	3.00	3.00	6	Truck	Skull	Crushed	246
Time	2.00	2.00	6	Electric crane	Little finger on left hand	Slightly bruised	247
Both	4.00	4.00	6	Air hoist	Little finger on left hand	Bruised	248
Time	3.00	3.00	6	Wagon tong	Large toe on right foot	Severe bruise	249
					Left ribs	Fractured	250



# ACCIDENTS REPORTED FROM JULY 4, 1913, TO JANUARY 1, 1914, SHOWING IN WAGES OF

Accident number	Date of accident	Returned to work	Week day of accident	Hour of day	Began work	Sex	Age	Married or single	Language spoken	Occupation when injured	Length of experience in this occupation	Was it regular occupation
251	9-9-13	9-11-13	Tu	7:00am	6:00am	M	24	S	Ital	Laborer	8 months	Yes
252	9-9-13	9-16-13	Tu	11:00am	7:00am	M	19	S	Eng	Officer	8 months	Yes
253	9-9-13	9-9-13	Tu	5:00pm	6:30am	M	40	M	Eng	Fireman and helper	18 months	Yes
254	9-10-13		W	3:30pm	8:00am	M	32	M	Eng	Brick Mason	17 years	Yes
255	9-10-13		W	10:30pm	7:00am	M	33	M	Eng	Reamer	2 weeks	Yes
256	9-10-13	10-22-13	W	8:00pm	6:00pm	M	42	M	Eng	Foreman-molding	10 years	Yes
257	9-10-13	9-16-13	W	7:00am	7:00am	M	25	S	Eng	Riveter	2 years	Yes
258	9-10-13	9-15-13	W	12:30am	6:15pm	M	23	S	Eng	Painter		
259	9-10-13	9-10-13	W	1:00pm	7:00am	M	29	M	Eng	Inspector	1 year	Yes
260	9-10-13	9-18-13	Tu	11:45am	7:00am	M	21	S	Eng	Press man	3 weeks	Yes
261	9-10-13	9-28-13	W	11:00am	7:30am	M	33	M	Eng	Breaker and loader	1½ years	Yes
262	9-10-13	9-10-13	W	3:30pm	7:00am	M	18	S	Eng	Warehouse man	10 months	Yes
263	9-10-13	9-11-13	Th	2:30pm	7:00am	M	20	S	Eng	Helper	4½ months	Yes
264	9-11-13		Th	2:20am	6:00pm	M	20	S	Eng	Shop hand	6 days	Yes
265	9-11-13	9-22-13	Th	9:30am	7:00am	M	28	M	Eng	Unloading steel	2½ months	Yes
266	9-11-13	9-22-13	Th	4:00pm	7:00am	M	43	S	Eng	Shop hand	1 week	Yes
267	9-11-13	10-9-13	Th	11:00am	7:00am	M	36	M	Eng	Yard man	6 months	Yes
268	9-11-13	10-25-13	Th	5:00pm	7:00am	M	26	S	Eng	Lineman	5 years	Yes
269	9-11-13	9-29-13	Th	9:00am	7:00am	M	45	M	Eng	He'per	1 year	Yes
270	9-11-13	9-29-13	Th	4:30pm	7:00am	M	26	S	Eng	Laborer	11 months	Yes
271	9-11-13	9-13-13	Th	8:00am	11:00pm	M	45	M	Eng	Foreman	15 years	Yes
272	9-11-13	9-11-13	Th	7:15am	7:00am	M	42	M	Eng	Mill hand	3 months	Yes
273	9-12-13		F	7:00am	6:00am	M	40	M	Eng	Laborer	1 hour	Yes
274	8-8-13	8-8-13	F		7:00am	M	40	M	Eng	Pounding iron	18 years	Yes
275	9-12-13		F	11:00am	7:30am	M	42	M	Eng	Press feeder	Few days	Yes
276	9-12-13	10-4-13	F	8:00pm	6:15pm	M	42	M	Eng	Crane follower	8 months	Yes
277	9-12-13	11-18-13	F	9:00am	7:00am	M	21	M	Eng	Foundry hand	3 months	Yes
278	9-12-13		F	3:30pm	7:00am	M	27	S	Eng	Reamer	Student	No
279	9-12-13	9-13-13	F	10:00pm		M	35	S	Eng	Press hand	7 weeks	Yes
280	9-12-13	9-17-13	F	2:15pm	7:00am	M	23	S	Eng	Riveter	6 months	Yes
281	9-12-13	10-13-13	F	11:40am	7:00am	M	26	S	Eng	Bucker	4 years	Yes
282	9-12-13	10-6-13	F	4:00pm	7:00am	M	28	M	Eng	Painter	Sev'l yrs.	Yes
283	9-12-13	9-20-13	F	3:00pm	7:00am	M	28	M	Eng	Trucker	1 year	Yes
284	9-12-13		F	3:00pm	7:00am	M	45	M	Eng	Machinist	20 years	Yes
285	9-12-13	9-22-13	F	9:30am	7:00am	M	20	S	Eng	Loading goods	4 years	Yes
286	9-4-13	9-13-13	Th	9:00am		M	21	S	Eng	Tile wheeler	2 years	Yes
287	9-12-13	9-12-13	F	11:00am	7:00am	M	50	M	Eng	Laborer	2 months	Yes
288	9-13-13		Sa	11:00pm	7:00pm	M	25	S	Eng	Boiler fireman	10 days	Yes
289	9-11-13		Sa	7:15am	7:00am	F	17	S	Eng	Mangle feeder	3½ months	Yes
290	9-13-13	1-26-14	Sa	3:00pm	7:00am	M	38	M	Eng	Finisher	3 years	Yes
291	9-13-13	9-17-13	Sa	6:30pm	6:00pm	M	26	S	Arm	Crane follower	4 months	Yes
292	9-13-13	9-22-13	Sa	2:00am	6:15pm	M	48	S	Eng	Laborer	4 months	Yes
293	9-12-13		F	7:30am	7:00am	M	27	S	Eng	Bucker	3 years	Yes
294	9-13-13	9-29-13	Sa	2:40pm	7:00am	M	30	M	Eng	Fitter	4 days	Yes
295	9-15-13	9-17-13	M	8:00pm	7:00pm	M	24	M	Eng	Inspector	2 weeks	Yes
296	9-15-13	10-6-13	M	12:55pm	7:00am	M	19	S	Eng	Apprentice	3 weeks	Yes
297	9-15-13	9-22-13	M	10:30am	7:00am	M	21	S	Eng	Press hand	3 years	Yes
298	9-15-13	9-23-13	M	4:00pm	7:00am	M	48	M	Dut	Track man	2 years	Yes
299	9-15-13	9-23-13	M	9:00am	7:00am	M	18	S	Eng	Lathe hand	1 month	Yes
300	9-15-13	9-27-13	M	11:50am	7:00am	M		M	Eng	Wheel dresser	1½ weeks	Yes

<sup>21</sup>Extent of injury not stated.

<sup>22</sup>Operation necessary.

<sup>23</sup>Struck by feeder head.

<sup>24</sup>Cutting macaroni.

<sup>25</sup>Riding to shop to get fittings when an auto collided with injured.

<sup>26</sup>Necessitated amputation at middle of second phalange.

<sup>27</sup>Possibly broken.

<sup>28</sup>One-half inch from end.

<sup>29</sup>Later developed into blood poisoning.

<sup>30</sup>Left employ.

<sup>31</sup>Although able, has not returned to work

## DETAIL TIME, CAUSE AND EXTENT OF INJURY, SEX, AGE, EXPERIENCE AND INJURED—CONTINUED.

Piece or time work	Average wage per day	Wages upon returning to work	Working days per week	Machine or tool causing injury	Part of person injured	Nature of injury	Accident number
Time	2.10	2.10	7	Set screw	Little finger of left hand	Mashed	251
Time	1.95	1.95	6	Air pump	Right first finger <sup>21</sup>	Injured	252
Time	3.08	3.08	6	Steam crane	Left hip and lower abdomen	Injured	253
Time	4.00	4.00					
Time	5.00	5.00		Pick	Left hand	Bone shattered	254
Time	2.00	2.00	6	Air hoist	Right side, cut	Blood clot <sup>22</sup>	255
Time			6	Molten metal	Right eye	Severely burned	256
Piece	5.00	5.00	6	Air hammer	Left eye-ball	Burned	257
			6	Rivet	Forehead	Cut	258
Time	4.00	4.00	6	Baler	Scalp	Wounded <sup>23</sup>	259
Time	1.83	1.83	6	Large knife	Left index finger	End cut <sup>24</sup>	260
Piece	3.00	.15	6	Rock cars	Left leg	Badly bruised <sup>25</sup>	261
Time	2.11	2.11	6	Iron barrel	Left forefinger	Bruised	262
Time	1.90	1.90	6	I-beam	Knee cap	Bruised	263
Time	2.00	2.00	5	Sill irons	Right arm	Bruised	264
Time	2.35	2.35	6	Falling brick	Foot bruised	Bruised	265
Time	2.00	2.00	6	Riveting machine	Right hand, second finger	Severely bruised	266
Time	2.00	2.00	6½	Steel plate	Right shin	Cut to bone	267
	3.00	4.00	6	Pole broke	Back	Sprained	268
Time	2.00	2.00	6	Barrel	Right side of back	Wrenched	269
Time	1.75	1.75	6	Saw	2d right hand finger	Slightly cut	270
Time	4.16	4.16	6	Dough divider	Index finger right hand	Cut off about 1 inch	271
Time	2.70	2.70	6	Ladder	Left shin	Badly bruised	272
Time	2.10	2.10	7	Hot brick dust	Right ankle	Badly bruised	273
Time	2.50	2.50	7	Iron wedge	Left eye	Foreign body	274
	2.50		6	Printing press	3d finger on right hand	Nearly severed <sup>26</sup>	275
Piece	3.00	3.00	6	Locomotive crane	Right foot and left leg	Bruised and cut	276
Time	2.42	2.42	6	Electric crane	Large left toe	Bruised	277
Time	2.00		6	Reamer	Penis	Severely bruised	278
Time	2.00	2.00	6	Air hoist	1 shoulder, left leg, right shin	Bruised	279
Piece	5.50	5.50	6	Barrel drift	3d left hand finger	Bruised	280
Piece	5.00	5.00	6	Air hammer	Teeth 1	Loosened	
					Upper lip	Lacerated	281
Time	3.25	3.25	6	Door	Left thumb	Scratched <sup>27</sup>	282
Time	1.60	1.75	6	Brick car	Right foot	Bone broken	283
Time	3.50		6	Lifting casting	Back sprained	Sprained	284
Time	2.00	2.00	6	Truck handle	Chest	Severe blow	285
Time	2.00	2.00	6	Falling tile	2d toe of left foot	Slightly bruised	286
	2.50	2.50	6	Pole	Left third finger	Crushed	287
Time	2.50		6½	Hot poker	Right shin	Burned	288
Time	.92		6	Mangle	4 fingers	Mashed	289
Piece	3.25	3.25	6	Iron hammer	Left hand index finger	Lacerated	290
Piece	2.75	2.75	6	Electric crane	1st finger, right hand	Lacerated	291
Time	2.00	2.00	5&6	Casting	Foot	Bruised	292
Time	2.00	2.00	6	Hot rivet	Right hand	Burned	293
Time	2.25	2.25	6	Riding bicycle	Face and head	Badly bruised	
					Neck	Wrenched	294
Time	2.20	2.20	6	End sills	4th & 5th fingers on right hand	Bruised	295
Time	1.00	1.00	6	Slipped in doorway	Ankle	Sprained	296
Time	2.00	2.00	6	Power press	1st 2 fingers on right hand	Badly pinched	297
Time	2.00	2.00	6	Plyer	Lip	Cut through	298
Piece	2.25	2.25	6	Brass tube	Right index finger	Cut	299
Piece	1.85	1.85	6	Emery wheel	Left thumb	Broken and lacerated <sup>28</sup>	300



## ACCIDENTS REPORTED FROM JULY 4, 1913, TO JANUARY 1, 1914, SHOWING IN WAGES OF

Accident number	Date of accident	Returned to work	Week day of accident	Hour of day	Began work	Sex	Age	Married or single	Language spoken	Occupation when injured	Length of experience in this occupation	Was it regular occupation
301	9-15-13	9-15-13	M	1:15pm	8:00am	M	35	S	Grk	Laborer	8 days	Yes
302	9-15-13	9-15-13	M	8:30am	7:00am	M	27	M	Eng	Grinder	6 months	Yes
303	9-15-13	9-20-13	M	7:40am	7:00am	M	55	M	Eng	Carpenter	3½ years	Yes
304	9-16-13	10- 9-13	Tu	2:30pm	7:00am	M	26	S	Eng	Painter	4 years	Yes
305	9-16-13	9-17-13	Tu	4:30pm	7:00am	M	36	M	Eng	Grinder	1 day	No
306	9-16-13	9-16-13	Tu	11:00am	7:00am	M	33	M	Eng	Baker's helper	1 week	Yes
307	9-17-13	9-17-13	W	11:00am	7:00am	M	49	M	Eng	Shipper	3 months	Yes
308	9-17-13	9-19-13	W	4:00pm	7:00am	M	30	M	Eng	Grinder	10 days	Yes
309	9-17-13	9-18-13	W	9:00am	7:00am	M	20	S	Eng	Steam fitter	6 months	Yes
310	9-17-13	9-17-13	W	4:30pm	7:00am	M	33	M	Eng	Ass't foreman	7 years	Yes
311	9-17-13	9-29-13	W	5:30pm	7:00am	M	21	M	Eng	Planer operator	2 weeks	No
312	9-17-13	42	W	3:00pm	7:00am	M	17	S	Eng	Helper	1 month	Yes
313	9-20-13		Sa	9:45am	7:45am	M	24	S	Eng	Salesman	1 year	Yes
314	9-17-13	9-17-13	W	9:00am	7:00am	M	34	M	Eng	Grinder	6 weeks	Yes
315	9-18-13		Th	10:00am	7:00am	M	36	S	Eng	Laborer	5 months	Yes
316	9-18-13	9-30-13	W	4:30am	7:00pm	M	30	M	Eng	Brakeman	2 years	Yes
317	9-18-13	10- 1-13	Th	11:00am	7:00am	M	34	M	Eng	Power punch oper.	4 or 5 yrs	Yes
318	9-18-13	9-24-13	Th	10:15pm	6:15pm	M	24	S	Eng	Crane operator	4 months	No
319	9-18-13	9-23-13	W	12:30m	7:30am	M	30	M	Eng	Breaker and loader	3 months	Yes
320	9-15-13	9-24-13	M	11:45am	7:00am	M	44	M	Eng	Crane follower	1 week	Yes
321	9-18-13	9-29-13	Th	11:00am	7:00am	M	45	M	Tur	Crane follower	2 days	Yes
322	9-18-13	9-25-13	Th	2:15pm	7:00am	M	32	M	Rou.	Laborer	6 weeks	Yes
323	9-18-13	10-13-13	Th	7:30am	7:00am	M	27	S	Aus	Laborer	1 year	Yes
324	9-18-13	43	Th	3:30pm	6:00am	M	36	M	Eng.	Motorman	3 years	Yes
325	9-18-13	9-22-13	Th	4:30pm	7:30am	M	25	S	Eng	Lineman	7 years	Yes
326	9-18-13	10- 1-13	Th	10:30am	7:00am	M	45	M	Eng	Roustabout	Sev'l mos	No
327	9-18-13	9-22-13	Th	3:00pm	7:30am	M	27	S	Eng	Lineman	12 years	Yes
328	9-18-13	9-18-13	Th	1:00pm	7:30am	M	20	S	Eng	Storekeeper	4½ years	Yes
329	9-18-13	44	Th	4:00pm	7:30am	M	25	S	Eng	Cable splicer	60 days	Yes
330	9-18-13	9-18-13	Th	8:00am	7:00am	M	33		Eng	Chipper	5 months	Yes
331	9-19-13	10- 4-13	F	10:00am	7:00am	M	37	S	Eng	Riveter	3 weeks	No
332	9-19-13	9-22-13	F	11:45am	7:00am	M	35	M	Eng	Assembler	1½ years	Yes
333	9-19-13	9-19-13	F	4:45pm	7:00am	M	50	M	Eng	Crane follower	Over year	Yes
334	9-19-13	9-19-13	F	8:00am		M	42	M	Eng	Helper in warehouse	5 years	
335	9-19-13	9-22-13	F	3:30pm	7:00am	M	17	S	Eng	Sharpening drill	8 months	Yes
336	9-19-13	9-22-13	E	11:45am	7:00am	M	21	S	Eng	Trucker	4 months	Yes
337	9- 9-13	9-21-13	F	4:30pm	7:00am	M	20	S	Eng	Molder	3½ months	Yes
338	9-19-13	9-22-13	F	10:00am	7:00am	M	18	S	Eng	Case Packer	5 months	Yes
339	9-19-13	10- 1-13	F	5:00pm	7:00am	M	52	M	Eng	Warehouse man	11 years	Yes
340	9-19-13	9-24-13	F	2:40pm		M	25		Eng	Casting unloader		Yes
341	9-19-13	45	F	3:00pm	7:00am	M	26	S	Eng	Lineman	11 days	Yes
342	9-19-13	9-19-13	F	11:00am	7:00am	M	38	S	Eng	Laborer	2 years	Yes
343	9-20-13	46	Sa	10:30am	7:00am	M	50	S	Eng	Blacksmith hlpr		
344	9-20-13	9-26-13	Sa	9:00am	7:00am	M	26	S	Eng	Lineman	2½ months	Yes
345	9-20-13	47	Sa	10:35am	7:00am	M	35	S	Eng	Saw operator	4 days	Yes
346	9-20-13		Sa	4:30pm		M	20	S	Eng	Using hammer and chisel	2 weeks	No
347	9-20-13	10-13-13	Sa	4:45pm	7:00am	M			Eng	Band sawyer	15 years	Yes
348	9-20-13		Sa	2:00pm	6:45am	M	24	S	Eng	Laborer	6 months	Yes
349						M	18	S	Eng	Helper	2 weeks	
350	9-21-13	9-25-13	Su	pm	8:00am	M	34	M	Eng	Repair man	1½ years	Yes

42Went to work for another company 10-9-13.

43Left service of company.

44Death. Electric shock caused employee to fall; neck broken in fall.

45Resigned.

46Subject to epileptic fits and was turned over to county authorities.

47Left employ of company.

48Was helping take down brass tubing from rack, another employee allowed one to slip striking injured.

## DETAIL TIME, CAUSE AND EXTENT OF INJURY, SEX, AGE, EXPERIENCE AND INJURED--CONTINUED.

Piece or time work	Average wage per day	Wages upon returning to work	Working days per week	Machine or tool causing injury	Part of person injured	Nature of injury	Accident number
Time	2.25	2.25	6	Spike maul	Right forearm	Lacerated	301
Time	2.50	2.50	6	Emery wheel	Eye	Foreign body	302
Time	2.70	2.70	6	Elevator	2 toes	Pinched	303
Piece	3.00	3.00	6	Steel casting	Right third finger	Severe laceration	304
	1.75		6	Emery	Left eye	Injured	305
Time	2.00	2.00	6	Barrel	Right side	Strained	306
Time	1.85	1.85	6	Casting	Left eye	Foreign body	307
Time	1.75	1.75	6	Emery wheel	Little finger of left hand	Lacerated	308
Time	2.25	2.25	6	Hammer	Forehead	Wounded	309
	4.00	4.00	6	Knife	Left 3d finger	Cut near end	310
Time	1.75	1.75	6	Jointer	2 fingers on right hand, 1 on left	Ends cut	311
Time	1.50		5½	Air reamer	Finger	Mashed	
					Wrist	Sprained	312
Time	2.50		6	Freight elevator	Skull	Fractured	313
Time	2.70	2.70	6	Emery wheel	Eye	Injured	314
Time	2.25	2.25	6	Turning rail	Muscles in back	Sprained	315
Time			6	Rail	Toes of right foot	Injured	316
Piece	4.00	4.00	6½	Power punch	Left thigh	Severe contusion	317
Time			6	Quartz lamp	Eyes	Inflamed	318
Piece	3.00	3.00	6	Fell from loader	Right ankle	Sprained	319
Piece	4.00	4.00	7	Electric crane	Left leg	Severely bruised	320
Time	2.20	2.20	6	Steel casting	2d finger left hand	Lacerated	321
Time	2.20	2.20	6	Stepped on nail	Great toe right foot	Pierced	322
Time	2.25	2.25	6	Rock	Finger	Bruised	323
Time	2.10		7	Street car collision	Back	Wrenched and bruised	324
Time	3.50	3.50	6	Fell from tree	Back	Contusion	
					Finger	Lacerated	325
Time	2.25	2.25	6	Fell from embank't	Body	Bruised	326
Time	3.50	3.50	6	Insulator	Right hand	Cut	327
Time	2.71	2.71	6	Lamp exploded, 100w Mazda electric	Hands, face, eyes and chest	Cut by flying glass	328
Time	3.00		6	Electric shock	Neck broken		329
Piece	2.00	2.00	6	Casting	Right eye	Foreign body	330
Piece	2.50	2.50	6	Air hoist	Left hand and thumb	Bruised and cut	331
Piece	3.50	3.50	6	Needle beam	Hand	Cut	332
Time	2.00	2.00	6	Crane hook	Left first finger	Severely crushed	333
	2.46			Car door frame	Scalp	Cut	334
Both	1.50	1.50	6	Emery wheel	Left eye	Foreign body	335
Time	2.00	2.00	6	Wheelbarrow	Leg-tibia	Bruised	336
Time	2.75	2.75	6	Molten iron	Leg	Burned	337
Time	2.25	2.25	6	Broken bottle	Back of right hand	Cut	338
Time	2.50	2.50	6	Wagon wheel	Prostatic gland	Injured	339
Time	1.90	1.83	6	Push car	Groin and shis	Bruised	340
Time	4.00		6	Overhead wires	1 rib	Broken	
					3 ribs	Fractured	341
Time	2.33	2.33	6	Chain and tackle	Back of head	Cut 1½ inch long	342
					Face	Jaw broken	343
Time	4.00	4.00	6	Wire & elec. line car	Nose and upper right eye	Cut	344
Time	1.75		6	Rip saw	Fingers	Badly cut	345
Time	1.97			Hammer	Left hand	Badly injured	346
Time	2.50	2.50	6	Band saw	Palm of right hand	Lacerated	347
Time	2.25	2.25	6	Piece of shaft	Ankle and instep	Bruised and swollen	348
Time	1.25	1.25	6	Brass tubing	Cheek	Cut, stitches taken	349
Time	3.25	3.25	6	Fumes, wood fire	Eyes	Burned	350



# ACCIDENTS REPORTED FROM JULY 4, 1913, TO JANUARY 1, 1914, SHOWING IN WAGES OF

Accident number	Date of accident	Returned to work	Week day of accident	Hour of day	Began work	Sex	Age	Married or single	Language spoken	Occupation when injured	Length of experience in this occupation	Was it regular occupation
351	9-21-13		Su	1:00am		M	24	S	Eng	Cleaning pipes	1 year	Yes
352	9-22-13		M	8:30am	8:00am	M	22	S	Eng	Helper	10 months	Yes
353	9-22-13	9-25-13	M	1:00pm	7:00am	M	38	M	Eng	Riveter	5 years	
354	9-22-13		M	12:55pm		M	26	M	Eng	Handling steel	6 months	
355	9-22-13	9-22-13	M	4:45pm	7:00am	M	26	M	Eng	Lineman	6 years	Yes
356	9-22-13	9-29-13	M	4:00pm	7:00am	M	31	M	Eng	Foreman	8 years	Yes
357	9-23-13	10-1-13	Tu	11:00am	7:00am	M	39	S	Eng	Ashman	2 months	Yes
358	9-12-13	9-12-13	F	10:00am	7:00am	M	38	M	Eng	Foreman	2 days	Yes
359	9-23-13	9-23-13	Tu	11:00am	7:00am	M	33	M	Eng	Lineman	7 years	Yes
360	9-23-13	9-29-13	Tu	2:30pm	7:30am	M	26	M	Eng	Apprentice lineman	3 years	Yes
361	9-23-13	9-27-13	Tu	8:00pm	6:15pm	M	26	S	Eng	Crane follower	2 months	Yes
362	9-24-13	9-24-13	W	8:15pm	6:00pm	M	38	M	Eng	Riveter		Yes
363	9-24-13	10-13-13	W	3:30pm	7:00am	M	28	M	Eng	Beam unloader	3 months	Yes
364	9-24-13	12-6-13	W	11:40am	7:00am	M	23	M	Eng	Painter	2 months	Yes
365	9-24-13	10-1-13	W	7:30am	7:00am	M	37	S	Eng	Trucker	7 months	Yes
366	9-24-13	9-30-13	W	10:00am	7:00am	M	52	M	Eng	Assembler	3½ years	Yes
367	9-24-13	9-25-13	W	7:00pm		M	31	S	Arm	Laborer	6 weeks	Yes
368	9-24-13	9-24-13	W	3:00pm	7:00am	M	29	M	Eng	Helper	2 weeks	Yes
369	9-21-13		Su		8:00am	M	60	M	Eng	Machinist		
370	9-25-13		Th	4:00pm	7:00am	F	23	S	Eng	Feeder	1½ years	Yes
371	9-25-13	9-27-13	Th	8:00am	7:00am	M	34	M	Eng	Press helper	1 week	Yes
372	9-25-13	9-30-13	Th	2:00pm	7:00am	M	25	S	Eng	Loading foreman	6 months	Yes
373	9-25-13	10-5-13	Th	1:20pm	7:00am	M	30	S	Grk	Laborer		
374	9-25-13	10-2-13	Th	1:15pm	6:00am	M	22	M	Eng	Teamster	4 years	Yes
375	9-25-13	10-13-13	Th	4:35pm	7:00am	M	55	M		Drilling	13 years	Yes
376	9-27-13	53	Sa	Unkno'n	7:20am	M	35	M	Eng	Carder	2 years	Yes
377	12-9-13	12-19-13	Tu	2:30pm	7:00am	M		M	Eng	Laborer	10 days	Yes
378	9-26-13	10-6-13	F	12:00m	7:00am	M		S	Arm	Laborer	2 weeks	Yes
379	9-26-13	10-14-13	F	11:30am	7:00am	M	32	M	Eng	Press helper	10 years	Yes
380	9-26-13	9-30-13	F	11:30am	7:00am	M	22	S	Eng	Crane man	1 year	Yes
381	9-26-13	10-1-13	F	7:30am	7:00am	M	23	S	Eng	Crane follower	1 month	No
382	9-26-13	11-5-13	F	4:30pm	7:00am	M	35		Eng	Laborer	6 weeks	Yes
383	9-26-13	9-30-13	F	1:30pm	7:00am	M	25	M	Eng	Blacksmith	9 years	Yes
384	9-26-13	10-3-13	F	7:00pm	6:00pm	M	34	S	Eng	Press operator	3 weeks	Yes
385	9-26-13	11-3-13	F	10:05am	7:00am	M	17	S	Eng	Drill Press oper.	9 months	Yes
386	9-26-13	11-17-13	F	12:00m	7:00am	M	35	M	Eng	Teamster	3 years	Yes
387	9-26-13	10-7-13	F	7:05am	7:00am	M	19	M	Eng	Trucker	6 days	Yes
388	9-26-13	55	F	2:20am	6:00am	M	27	S	Eng	Switchman	6 months	Yes
389	9-27-13	10-21-13	Sa	10:00am	7:00am	M	41	M	Eng	Foreman	5 years	Yes
390	9-27-13	10-20-13	Sa	10:15am	7:00am	M	25	S	Mex	Press helper	3½ months	No
391	9-28-13	9-28-13	Su	3:00pm	6:00am	M	40	S	Eng	Fireman	5 months	Yes
392	9-29-13	9-29-13	M		7:00am	M	27	S	Eng	Cart driver	4 months	Yes
393	9-29-13		M	10:30am	7:00am	M	67	S	Eng	Shell sorter	3 months	Yes
394	9-29-13	10-28-13	M	9:15am	7:00am	M	28	M	Ger	Shop hand	3 months	Yes
395	9-29-13	10-4-13	M	1:30pm	7:00am	M	16	S	Eng	Passing rivets	2 months	Yes
396	9-29-13	9-29-13	W	2:30am		M	33	S	Eng	Chief engineer	2 years	Yes
397	9-29-13	10-9-13	M	11:00am	7:00am	M	28	M	Eng	Laborer	1½ years	Yes
398	9-29-13	10-6-13	M	10:15am	7:30am	M	31	M	Eng	Asst. pressman	15 months	Yes
399	9-29-13	10-4-13	M	2:50pm	7:00am	F	16	S	Eng	Machine operator	7 hours	No
400	9-29-13	10-24-13	M	7:30am	7:00am	M	18	S	Eng	Box nailer	10 days	Yes

<sup>48</sup>Bulb flew off furnace.

<sup>49</sup>Fellow employe pushed injured toward oil furnace.

<sup>51</sup>Did not stop work.

<sup>52</sup>(Protectors were furnished.)

<sup>53</sup>No record of length of disability, account of accident

<sup>54</sup>Squeezed against bank.

<sup>55</sup>Death.

# DETAIL TIME, CAUSE AND EXTENT OF INJURY, SEX, AGE, EXPERIENCE AND INJURED—CONTINUED.

Piece or time work	Average wage per day	Wages upon returning to work	Working days per week	Machine or tool causing injury	Part of person injured	Nature of injury	Accident number
Time	2.50			Boiler	Abdominal muscles	Strained	351
Piece	.83	.83	6	Gasoline furnace	Wrist	Burned slightly <sup>49</sup>	352
Piece	4.00	4.00	6	Flame	Left side of face and neck	Burned <sup>50</sup>	353
Piece	2.50			Steel	2d finger on right hand	Artery cut between first and second joints	354
Time	3.00	3.00	6	Changing wires	Arm	Electric shock	355
Time	3.08	3.08	6	Poultry box	Great right toe	Crushed	356
Time	2.00	2.00	7	Ash cart	Right leg	Injured	357
Time	2.50	2.50	7	Starch machine	1st and 2d fingers left hand	Burned	358
Time	4.00	4.00	6	Bitten by dog	Right foot		359
Time	2.25	2.25	6	Cross-cut saw	Left thumb and finger	Cut	360
Time	2.64	2.64	5	Crane hook	Left hand, little finger	Bruised and lacerated	361
Both	2.40	2.40	5	Riveting machine	Left 1st, 2d and 3d fingers	Bruised <sup>51</sup>	362
Piece	3.00	3.00	6	Small I-beam	Left 2d finger	Bruised	363
Piece	3.25	3.25	6	Loco. gondola cars	Hips	Bruised	364
Time	2.00	2.00	6½	Truck	Back of right hand	Bruised and lacerated	365
Piece	4.00	4.00	6	Electric crane	Top of head near left eye	Cut	366
Time	2.40	2.40	7	Turntable	3d finger of right hand	Bruised	367
Time	1.75	1.75	6	Electric lathe	Eye	Piece of iron flew into eye <sup>52</sup>	368
Time	3.00	3.00		Grinding machine	Leg	Bruised	369
Piece	1.33						
Piece	1.50		6	Finishing machine	Left hand	Injured	370
Piece	2.50	2.50	6	Hydraulic press	Left 4th finger	Bruised	371
Time	3.00	3.00	6	Lifting board	Back	Sprained	372
Time	2.50	2.50	6	Steel rail	Index finger of right hand	Nail torn	373
Time	2.50	2.50	6	Wagon	Arm	Strained and ligaments torn	374
Piece	2.00	2.00	6	Pipe	Scalp, ear and finger	Lacerated	375
Time	1.75		5½	Carrying large sheet of wool		Ruptured	376
Time	2.25	2.25	6	Caving in of ditch	Chest and abdominal cavity	Possible fracture of ribs <sup>54</sup>	377
Piece	2.00	2.00	6½	Truck	Small bone, right foot	Fractured	378
Piece	3.00	3.00	6	Carriage press	Rib	Fractured	379
Both	2.40	2.40	6	Crane	Both eyes	Injured	380
Piece			6	Electric crane	Top of left foot	Bruised	381
Time	2.00	2.00	6&7	Casting	Right shoulder muscles	Sprained	382
Time	3.70	3.70	6	Hydraulic press	Left hand	Cut	383
Both	4.00	4.00	5	Hydraulic press	1st finger left hand	Cut	384
Piece	2.50	2.50	6	Drill press	Left wrist	Lacerated	385
Time	2.25	2.25	6	Board	Back	Bruised	386
Time	1.60	1.75	6	Brick car	Toe	Crushed	387
Time	3.70		6	Switch engine	Body	Badly cut	388
Time	2.75	2.75	6	Quarry car	Right leg	Bruised	389
Time	2.00	2.00	6	Hydraulic press	2d, 3d, 4th fingers on left hand	Bruised	390
Time	4.00	4.00	6	Piece of rock	Calf of right leg	Small cut	391
Time	2.25	2.25	6	Stone	Middle right finger	Bruised	392
Time	1.75		6	Shell sorter	Right hand	Flesh torn from wrist to knuckles	393
Time	3.00	3.00	6	Operating shaft	Big toe right foot	Bruised and lacerated	394
Time	1.80	1.80	6	Rivet tongs	Left side of head	Severe burn	395
Time	4.80	4.80	6	Piece of coal	Eye ball	Injured	396
Time	2.50	2.50	6	Broken plank	Arm, head and back	Bruised	397
Time	2.00	2.00	6	Proof press	First joint of thumb, left hand	Partly mashed	398
Time	.95	1.00	6	Lace machine	Thumb on left hand	Slightly bruised	399
Time	1.75	1.75	6	Rip saw	1st finger on left hand	Taken off at first joint	400



# ACCIDENTS REPORTED FROM JULY 4, 1913, TO JANUARY 1, 1914, SHOWING IN WAGES OF

Accident number	Date of accident	Returned to work	Week day of accident	Hour of day	Began work	Sex	Age	Married or single	Language spoken	Occupation when injured	Length of experience in this occupation	Was it regular occupation
401	9-29-13	10-22-13	F	4:50pm	7:30am	M	27	S	Eng	Car repairer	24 days	Yes
402	9-30-13	10-6-13	Tu	4:30am	6:16pm	M	27	S	Eng	Car department	2 months	Yes
403	9-30-13	10-16-13	Tu	7:30am	7:30am	M	31	M	Eng	Chain man	12 years	Yes
404	9-30-13	10-1-13	Tu	4:00am	6:15pm	M	36	S	Eng	Press helper	14 days	Yes
405	9-30-13	10-2-13	Tu	11:15pm	8:00pm	M	25	M	Eng	Assembler	8 years	Yes
406	9-30-13	10-3-13	Tu	7:30am	7:00am	M	37	M	Eng	Trucker	2 months	Yes
407	9-30-13	10-13-13	Tu	7:45pm	6:00pm	M	26	S	Serv	Ladle carrier	2 months	Yes
408	9-30-13	10-1-13	Tu	7:00am	7:00am	M	22	S	Eng	Grinder	2 months	Yes
409	9-30-13	10-17-13	Tu	am	6:00am	M	38	M	Aus	Pit worker	10 years	Yes
410	9-30-13	9-30-13	Tu	4:30pm	7:00am	M	30	M	Eng	Machinist	3 years	Yes
411	9-30-13	11-3-13	Tu	4:00pm	6:30am	M	63	M	Eng	Pulling ice	17 years	Yes
412	9-30-13	11-4-13	Tu	11:00am	7:00am	M	42	M	Eng	Repair man	Sev'l yrs.	Yes
413	11-17-13	11-18-13	M	11:00am	7:00am	M	23	S	Eng	Button cutter	2 months	Yes
414	10-15-13		W	10:00am	7:00am	M	30	S	Arm	Hopper man	2 months	Yes
415				10:00am	7:00am	M		S	Eng	Laborer	2 months	Yes
416	9-16-13	9-29-13	Tu	4:00pm	7:00am	M	25	M	Eng	Crane follower	14 years	Yes
417	10-1-13		W	2:30pm	7:00am	M	55	S	Eng	Ice cream maker	1 week	Yes
418	10-1-13	10-14-13	W	5:00pm	7:00am	M	17	S	Eng	Machine operator	4 years	Yes
419	10-1-13	10-2-13	W	1:30pm	7:00am	M	32	M	Eng	Box car loader	5 months	Yes
420	10-1-13	12-9-13	W	5:15pm	7:30am	M	26	S	Eng	Trouble man	20 years	No
421	10-1-13		W	4:00pm	7:00am	M	55	M	Eng	Laborer	10 years	Yes
422	12-2-13	12-18-13	Tu	12:00pm	7:00am	M		S	Slav	Assembler		
423	11-29-13		Sa	3:30pm	7:00am	M	44	M	Eng	Machine work		
424	10-2-13		Th	10:30am	8:00am	M	25	M	Eng	Press feeder		
425	10-2-13	10-2-13	Th	10:30am	7:00am	M	16	S	Eng	Packer	1 month	Yes
426	10-2-13	10-3-13	Th	1:00pm	7:00am	M	58	M	Eng	Painter	25 years	Yes
427	10-2-13	10-3-13	Th	4:00pm	7:00am	M	22	M	Eng	Blacksmith helper	1 month	Yes
428	10-2-13	10-2-13	Th	3:00pm	7:00am	M	39	M	Eng	Gap riveter oper.	4 days	Yes
429	10-2-13		Th	5:10pm	7:00am	M	26	S	Grk	Laborer	3 months	Yes
430	10-2-13		Th	3:00am	6:15pm	M	30	S	Eng	Power punch helper	1 month	Yes
431	10-3-13		F	11:40pm	5:00pm	M	44	M	Eng	Shop hand	2 weeks	Yes
432	10-3-13	10-20-13	F	3:30pm	7:00am	M	29	M	Eng	Machinist	10 years	Yes
433	10-4-13	10-13-13	Sa	7:00pm	7:00pm	M	28	S	Slav	Block machinist	6 weeks	Yes
434	10-3-13		F	11:00am	7:00am	M	43	M	Eng	Tank wagon driver	3 months	Yes
435	10-3-13	10-3-13	F	10:00am	7:00am	M	23	M	Eng	Electrician	3 years	Yes
436	10-3-13	10-3-13	F	3:45pm	8:00am	M		M	Eng	Assembler	3 months	Yes
437	10-3-13	10-4-13	F	9:30am	7:00am	M	21	S	Nor	Machine man	2 years	Yes
438	10-3-13	10-13-13	F		6:00pm	M	57	M	Eng	Night watchman	32 years	Yes
439	10-3-13	10-17-13	F		7:00am	M	32	M	Eng	Steel handler	2 years	Yes
440	11-15-13	11-15-13	Sa	10:00am		M	28		Eng	Laborer		
441	10-4-13	10-9-13	Sa	7:30am	7:00am	M	17	S	Grk	Helper	6 weeks	Yes
442	10-4-13	10-6-13	Sa	10:00am	7:00am	M	31	S	Eng	Glazier	1 week	Yes
443	10-4-13	11-3-13	Sa	8:00am	6:45am	M	31	M	Eng	Brakeman	8 years	Yes
444	10-4-13	10-13-13	Sa	10:00am	7:00am	M	40	M	Eng	Chipper	18 years	Yes
445	10-4-13	10-21-13	Sa	9:00am	7:00am	M	48	M	Eng	Foreman	5 months	Yes
446	10-4-13	10-4-13	Sa	4:00pm	7:00am	M	24	M	Aus	Laborer	3 1/2 years	Yes
447	10-4-13	10-27-13	Sa	4:45pm	7:00am	M	22	M	Jew	Press hand	5 days	Yes
448	10-6-13		M	5:00pm	7:00am	M	25	M	Eng	Marble cutter	4 years	Yes
449	10-6-13	10-13-13	M	3:45pm		M	47	M	Eng	Teamster	3 years	Yes
450	10-6-13	10-11-13	M	11:55am		M		S	Eng	Machinist		Yes

<sup>80</sup>Work is completed—no further use for help.

<sup>81</sup>His regular occupation is superintendent, but helps out on repair work.

<sup>82</sup>Left employ.

## DETAIL TIME, CAUSE AND EXTENT OF INJURY, SEX, AGE, EXPERIENCE AND INJURED—CONTINUED.

Piece or time work	Average wage per day	Wages upon returning to work	Working days per week	Machine or tool causing injury	Part of person injured	Nature of injury	Accident number
Time	2.10	2.10	6	Car door	Thumb nail	Torn off	401
Time	2.40	2.40	5	Side sills	Left wrist	Bruised	402
Time	2.30	2.30	6	Crane	Right 2d finger	Lacerated	403
Piece	3.50	3.50	5	Hydraulic press	Left cheek	Severe cut	404
Time	2.40	2.40	5	Center sill	Fingers	Bruised	405
Piece	3.50	3.50	6	Truck wheel	Left leg	Severely bruised	406
Time	1.98	1.98	6	Molten iron	Ankle and foot	Burned	407
Time	1.75	1.75	6	Emery wheel	Left eye—Cornea	Foreign body	408
Time	2.50	2.50	6	Large rock	Right shoulder and left leg	Bruised	409
Time	3.50	3.50	6	Emery wheel	Eye	Injured—not serious	410
Time	2.40	2.00	6	Ice tongs	One rib	Fractured	411
Time	2.75	2.75	6	Pulley	2d rib on left side	Broken	412
Piece	2.00	2.00	5 1/2	Cutting machine	Right thumb	Small cut	413
Time	2.20		6	Crane hook	Left leg	Large haematoma	414
Time	2.25		6	Pulley	Hand	Cut	415
Piece	3.00	3.00	6 1/2	Loco. crane bench	Left leg	Severely bruised	416
Time	2.00		7	Sherbet freezer	Right hand	Mashed	417
Piece	2.00	P.W.	6	Counter sink drill	Left thumb	Broken	418
Time	1.60	1.75	6	Truck	Leg	Cut	419
Time	2.50	2.50	6	Loose board	Left arm	Broken	420
Time	2.00		6	Ditch caved	Leg	Bruised	421
Piece	4.00	4.00	6	Assembling	Right hand	Abrasion	422
Time	7.00		6	Chipper <sup>81</sup>	Right eye ball	Upper part cut	423
Time	2.50		6	Gordon press	2d finger	Nail torn	424
Time	1.67	1.67	6	Piece of wood	Right hand	Bone splintered	425
Time	2.00	2.00	6	Sash	Hand	Injured	426
Time	2.00	2.00	6	Piece of steel	Struck on head	Stunned, but not seriously hurt	427
Both	2.50	2.50	6 1/2	Air hoist	Left shoulder	Wrenched	428
Time	2.00	2.00	6	Push car	Left leg	Fractured	429
Piece	4.00	4.00	5	Punch	2d finger, right hand	Severely bruised	430
Time	2.40	2.40	5	Steel stake	Left arm	Cut	431
Time	2.75	2.75	6	Molding machine	Right thumb	Badly lacerated	432
Time	2.25	2.25	6	Block car	Left ankle and instep	Injured	433
Time	3.50		6	Iron barrel	Ends of 2d and 3d fingers	Flesh torn	434
Time	4.00	4.00	6	Galvanized wire	Right hand	Pierced 1 1/2 inches	435
Time	3.875	3.875	6	Knife	Wrist	Cut	436
Time	3.37	3.37	6	Rip saw	Right thumb	Cut to bone	437
Time	2.25	2.25	7	Boiler	Right hand	Burned	438
Both	4.00	4.00	7	Push truck	2d and great toes, left foot	Bruised	439
Time	2.50	2.50	6	Wheelbarrow handle	Finger	Pinched	440
Time	1.00	1.00	6	Window	Index & ring fingers, right hand	Contusion and abrasion	441
Time	2.50	2.50	6	Metal bar saw	Eye	Foreign body	442
Time	2.50	2.50	6	Bridge girder	2d finger of left hand	Taken off below nail	443
Piece	3.50	3.50	6 1/2	Center plate	Rupture	Due to heavy lifting	444
Time	3.50	3.50	6	Pick	Left foot	Pierced and cut	445
Time	2.25	2.25	5	Hand shovel	Head	Injured	446
Both	2.40	2.40	5	Weight	Great toe, right foot	Bruised	447
Time	2.50		6	100 lb. stone	Leg	Slightly bruised	448
Time	2.25	2.25	6	Fell on lumber pile	Back of head	Cut	449
Time	2.50	2.50	6	Lathe	Wrist	Sprained	450



ACCIDENTS REPORTED FROM JULY 4, 1913, TO JANUARY 1, 1914, SHOWING IN  
WAGES OF

Accident number	Date of accident	Returned to work	Week day of accident	Hour of day	Began work	Sex	Age	Married or single	Language spoken	Occupation when injured	Length of experience in this occupation	Was it regular occupation
451	10- 6-13	10-20-13	M	3:00pm	7:00am	M	21	S	Eng	Machine operator	5 months	Yes
452	10- 6-13	10- 6-13	M	7:30am	7:00am	M	52	M	Eng	Sawyer	15 years	Yes
453	10- 6-13	10-20-13	M	11:15am	9:30am	M	24	S	Eng	Electrician	3 years	Yes
454	10- 6-13	10- 6-13	M	10:30am	10:00am	M	22	S	Eng	Laborer	2 months	Yes
455	10- 6-13	10- 6-13	M	7:15am	7:00am	M	40	M	Eng	Glazier	20 years	Yes
456	10- 6-13	10- 7-13	M	9:30am	9:00am	M		M	Eng	Teamster	3 months	Yes
457	10- 6-13	10-27-13	M	8:00am	7:00am	M	40	M	Aust	Helper	1 year	Yes
458	10- 6-13	10- 6-13	M	7:30pm	6:15pm	M	21	S	Eng	Press helper	4 weeks	Yes
459	10- 6-13	11-11-13	M	12:45am	6:00pm	M	40	S	Eng	Assembler	1 week	Yes
460	10- 6-13	10-15-13	M	2:45pm	7:00am	M	23	S	Ger	Trucker	3 1/2 hours	No
461	10- 6-13	10-13-13	M	10:30am	7:00am	M	26	S	Eng	Inspector	4 months	Yes
462	10- 6-13	10-20-13	M	11:30am		M	24	M	Eng	Drill press hand	3 months	No
463	10- 6-13	10-13-13	M	11:00am	7:00am	M	28	S	Grk	Laborer	3 months	Yes
464	10- 7-13		Tu	10:40am	7:00am	M	53	S	Eng	Rip sawyer	4 months	Yes
465	10- 7-13	10-17-13	Tu	1:15pm	1:00pm	M	19	S	Eng	Machinist	1 year	Yes
466	10- 7-13	10- 7-13	Tu	9:00am	7:00am	M	45	M	Eng	Grinder	5 months	Yes
467	10- 7-13	11-10-13	Tu	10:10pm	1:00pm	M		S	Eng	Switchman	9 years	Yes
468	10- 7-13	10- 7-13	Tu	7:45am	7:00am	M	46	M	Eng	Laborer	13 years	Yes
469	10- 7-13		Tu			M	33	M	Eng	Stock handler	5 years	
470	10- 7-13	10-21-13	Tu	10:30pm	6:00pm	M	50	M	Eng	Foreman		Yes
471	10- 7-13	11-18-13	Tu	10:00am	7:00am	M	48	M	Eng	Auto truck driver	2 years	Yes
472	10- 7-13	10-20-13	Tu			M	43	M	Eng	Machine molder	5 weeks	Yes
473	10- 7-13	10- 8-13	Tu	8:30pm	6:15pm	M		S	Eng	Rivet hand	4 weeks	Yes
474	10- 7-13	10-16-13	Tu	6:30pm	6:15pm	M	33	M	Eng	Press operator	7 weeks	Yes
475	10- 8-13	10-15-13	W	11:00am	7:00am	M	28	M	Eng	Tool checker	2 months	Yes
476	10- 8-13	10-27-13	W	8:00am	7:00am	M	22	S	Eng	Painter	10 days	Yes
477	10- 8-13	10-23-13	W	2:35pm	7:00am	M	27	S	Eng	Machinist	Unknown	Yes
478	10- 8-13	10-14-13	W	2:00pm	7:00am	M	41	S	Grk	Steel unloader	3 weeks	Yes
479	10- 8-13	61	W	4:45pm	7:00am	M	24	S	Eng	Press operator	4 months	Yes
480	10- 8-13	12- 1-13	W	11:30pm	6:15pm	M			Boh	Press helper	1 week	Yes
481	10- 9-13	10-20-13	Th	5:00pm	7:00am	M		M	Eng	Machinist	2 months	Yes
482	10- 9-13	62	Th	10:00am	9:00am	M	21	S	Eng	Electrical oper.	63	Yes
483	10- 9-13	10-23-13	Th	2:30pm	7:30pm	M	26	S	Eng	Mine timber man	7 months	Yes
484	10- 9-13	10- 9-13	Th	2:30pm	7:00am	M	26	S	Eng	Engineer	8 years	Yes
485	10- 9-13	10- 9-13	Th	3:00pm	7:00am	M	30	S	Grk	Chain man	1 month	Yes
486	10- 9-13	10-14-13	Th	10:30am	6:15pm	M	51	M	Eng	Stock room foreman	18 months	Yes
487	10- 9-13	10- 9-13	Th	9:45am	7:00am	M	30	S	Ital	Rivet helper	2 months	Yes
488	10- 9-13	10-13-13	Th	11:30am	7:00am	M	39	S	Ger	Steel cleaner	1 month	Yes
489	10-10-13		F	1:00pm	7:00am	M	23	M	Eng	Lathe turner	6 years	Yes
490	10-10-13	10-27-13	F	2:45am	6:00pm	M	43	M	Arm	Machine molder	2 months	Yes
491	10-10-13	10-20-13	F	2:30pm	7:00am	M	35	S	Eng	Press helper	7 months	Yes
492	10-10-13	10-10-13	F	3:23pm	7:00am	M	24	S	Serv	Shear operator	4 days	No
493	10-10-13	10-20-13	F	2:00pm	7:00am	M	36	M	Eng	Block machinist	2 weeks	Yes
494	10-10-13		F	7:30am		M	19	S	Eng	Gas engine assembler	1 week	Yes
495	10-10-13		F	10:30am	7:00am	M	25	S	Eng	Switchman	1 year	Yes
496	10-11-13	10-22-13	Sa	6:00pm	7:00am	M	36	M	Eng	Truck driver	6 weeks	Yes
497	10-11-13	10-11-13	Sa	11:00am	8:00am	M			Eng	Carpenter		Yes
498	10-11-13	10-13-13	Sa	9:00am	7:00am	M	27	M	Bu'g.	Laborer	6 months	Yes
499	10-11-13	10-11-13	Sa	1:30pm	7:00am	M	71	M	Eng	Trucking	15 days	Yes
500	10-11-13	10-11-13	Sa	8:30am	7:00am	M	22	S	Eng	Press hand	7 years	No

60Cinder fell on hand.

61After removal to hospital hand was amputated; discharged by doctor 12-6-13; brought suit.

62Death.

63Helper let bar fall.

64Employed during construction of hydro-electric plant.

DETAIL TIME, CAUSE AND EXTENT OF INJURY, SEX, AGE, EXPERIENCE AND  
INJURED—CONTINUED.

Piece or time work	Average wage per day	Wages upon returning to work	Working days per week	Machine or tool causing injury	Part of person injured	Nature of injury	Accident number
Piece	2.00	2.00	6	Shouldering mach.	Right thumb	Nail torn off	451
Time	3.50	3.50	6	Rip saw	3d finger on left hand	Injured	452
Time	3.50	3.50	6	Knife	1st finger of left hand	Severely cut	453
Time	2.25	2.25	6	Steel plate	Index finger, left hand	Flesh crushed, nail bruised and broken	454
Time	2.75	2.75	6	Glass siver	Back of left hand	Cut	455
Time	2.00	2.00	6	Cinder	Right hand	Lacerated, contused <sup>60</sup>	456
Time	2.00	2.00	7	Boiler front	Neck and face	Injured	457
Both	3.00	3.00	5	Press	2d finger on right hand	Bruised	458
Both	2.70	2.70	5	Second sill	1st and 2d finger, left hand	Bruised and lacerated	459
Time	2.00	2.00	6	Hammer drift pin	End of left thumb	Severe contusion	460
Time	3.00	3.00	6	Sill casting	Right leg above ankle	Abrasion	461
Piece	4.00	4.00	5	Drill press	Great left toe	Fractured	462
Day	2.00	2.00	6 1/2	Castings	Great left toe	Fractured	463
Time	2.35		6	Rip saw	1st joint of thumb	Taken off	464
Time	2.00	2.00	6	Drill press	Index finger	Lacerated	465
Time	2.00	2.00	6	Emery wheel	Left forearm	Broken	466
Time	3.70	3.70	7	Fell from car	Left ankle	Injured	467
Time	2.16	2.16	6	Pulley	Back and left hip	Sprained	468
	2.46			Nail	Scalp	Contusion	469
Time	2.50	2.50	7	Bar	Foot	Lacerated, 2 inches long	470
Time	2.85	2.85	6	Endless chain	Foot	Wounded	471
Piece	3.50	3.50	6	Machine mold	Right wrist	Bruised <sup>60</sup>	472
Time	2.40	2.40	5	Side sill	Chest	Injured	473
Both	5.00	5.00	5	Press	1st finger, left hand	Contusion	474
Time	2.10	2.10	6	Drill jig	3 fingers on right hand	Bruised	475
Time	1.90	1.90	6	Air holst.	Right foot	Bruised	476
Time	3.50	3.50	6	Planer	Left instep	Bruised	477
Both	2.25	2.25	6	I-beam	Finger	Crushed	478
Both	3.00	3.00	6	Shearing press	Left great toe	Crushed	479
Both	3.50	3.50	5	Press	Left hand	Crushing injury	480
Time	2.20	2.20	6	Drill	5th finger, left hand	Severely bruised	481
Time	2.50		6	Electric current	Small finger on left hand	Cut	482
Piece	2.80	3.20	6	Piece of wood	Killed	Badly swollen	483
Time	5.28	5.28	6	Holisting engine	Thumb of left hand	Badly swollen	484
Time	2.20	2.20	6	Push cars	Instep of right foot	Bruised	485
Time	3.00	3.00	6	Electric truck	Sternum	Contusion	486
Both	3.00	3.00	6	Drift pin	Left leg	Bruised	487
Time	2.20	2.20	7	Side of car	2 teeth	Fractured	488
Time	2.00		6	Piece of wood	Head over right eye	Gash	489
Piece	2.50	2.50	6	Machine mold	Right hand (infection)	Cut	490
Time	4.00	4.00	7	Steel plate	Upper lip	Cut and bruised—4 stitches taken	491
Time	2.30	2.30	6	Alligator scrap shear	1st, 2d, 3d fingers on left hand	Bruised	492
Time	2.25	2.25	6	Rock	Left forearm	Cut	493
Time	1.96		6	Key head	Index finger of left hand	Pinched	494
Time	3.70		7	Setting brakes	Right hand	Injured	495
Time	2.88	2.88	6	Truck wheel	Right leg	Bruised	496
Time	4.00	4.00	6	Saw	Shin	Flesh wound	497
Time	2.25	2.25	6&7	Rock	Left thumb and nail	Lacerated	498
Time	1.85	1.85	6	Hand caught	Side and arm	Bruised	499
Piece	3.50	3.50	6	Hydraulic press	Right third finger	Nail torn off	500
					Right thumb	Bruised	500



# ACCIDENTS REPORTED FROM JULY 4, 1913, TO JANUARY 1, 1914, SHOWING IN WAGES OF

Accident number	Date of accident	Returned to work	Week day of accident	Hour of day	Began work	Sex	Age	Married or single	Language spoken	Occupation when injured	Length of experience in this occupation	Was it regular occupation
501	10-11-13	10-15-13	Sa	3:00pm	7:00am	M	43	S	Eng	Chain man	7 months	Yes
502	10-13-13	10-20-13	M	10:30am	7:00am	M	18	S	Eng	Machine operator	1 month	Yes
503	10-13-13	10-17-13	M	8:00am	7:00am	M	29	Wi	Eng	Fireman	2 years	Yes
504	10-13-13	10-21-13	M	8:30am	7:00am	M	26	M	Grk	Laborer	3 months	Yes
505	10-13-13	11-18-13	M	5:00pm	7:00am	F	23	S	Eng	Forelady	7 years	Yes
506	10-13-13	10-23-13	M	5:00pm	7:00am	M	40	S	Eng	Machinist	20 years	Yes
507	10-13-13	10-13-13	M	2:00pm	7:00am	M	33	M	Eng	Storekeeper	2 years	Yes
508	10-13-13	10-14-13	M	3:00pm	7:00am	M	42	M	Eng	Machinist	20 years	Yes
509	10-13-13	10-15-13	M	11:40am	7:00am	M	19	S	Eng	Button cutter	1 year	Yes
510	10-13-13	10-20-13	M	9:45am	7:00am	M	22	M	Eng	Gas engine assembler	2 weeks	Yes
511	10-13-13	10-17-13	M	4:00am	6:00pm	M	24	S	Eng	Oiler	2 years	Yes
512	10-14-13	1-12-14	Tu	5:45am	6:15pm	M	21	S	Eng	Truck operator	5 weeks	Yes
513	10-14-13	11-21-13	Tu	4:00pm	7:00am	M	28	M	Eng	Helper	6 months	Yes
514	10-14-13	10-20-13	Tu	5:00pm	7:00am	M	55	M	Eng	Helper	7 years	Yes
515	10-14-13	10-18-13	Tu	11:00am	7:00am	M	19	M	Eng	Trucker	3 weeks	Yes
516	10-14-13	12-8-13	Tu	10:00pm	6:00pm	M	27	M	Eng	Laborer	1 month	Yes
517	10-14-13	10-14-13	Tu	3:30pm	7:00am	M	33	S	Aust	S. S. pitman	3 years	Yes
518	10-14-13	10-14-13	Tu	9:00am	6:00am	M	25	S	Eng	Foreman	6 months	Yes
519	10-14-13	10-25-13	Tu	4:30pm	7:00am	M	52	S	Eng	Laborer	16 months	Yes
520	10-14-13	10-20-13	Tu	10:00am	7:00am	M	22	M	Eng	Trucker	4 months	No
521	10-14-13	10-20-13	Tu	4:30pm	7:00am	M	23	S	Russ	Crane follower	1 month	Yes
522	10-15-13	10-28-13	W	9:00am	7:00am	M	23	S	Eng	Pit man	5 weeks	No
523	10-15-13	12-13-13	W	8:25am	7:00am	M	41	M	Boh	Laborer	4 days	Yes
524	10-15-13	10-18-13	W	9:00am	7:00am	M	41	M	Boh	Laborer	4 days	Yes
525	10-15-13	10-16-13	W	8:10am	7:00am	F	17	S	Eng	Chipping castings	5 days	Yes
526	10-15-13	10-17-13	W	1:00pm	7:00am	M	16	S	Eng	Machine operator	6 months	Yes
527	10-15-13	10-17-13	W	5:00pm	7:00am	M	38	M	Aust	Sack tier	1 week	Yes
528	10-15-13	10-27-13	W	10:00am	7:00am	M	31	S	Grk	Rip rap laborer	8 months	Yes
529	10-15-13	10-22-13	W	3:00pm	7:00am	M	21	S	Eng	Laborer	1 year	Yes
530	10-15-13	10-20-13	W	10:00am	7:00am	M	21	M	Eng	Heater	4 years	Yes
531	10-15-13	10-20-13	W	12:00m	7:00am	M	21	M	Eng	Rivet heater	1 week	Yes
532	10-14-13	10-29-13	W	5:15pm	7:00am	M	35	M	Arm	Assembler	3 days	No
533	10-16-13	10-27-13	Th	5:30pm	7:00am	M	35	M	Eng	Pipe fitter	1 year	Yes
534	10-16-13	10-27-13	Th	5:30pm	7:00am	M	35	M	Eng	Helper	1 year	Yes
535	10-16-13	11-3-13	Th	2:00pm	7:00am	M	25	S	Serv	Chipping castings	7 weeks	Yes
536	11-13-13	11-16-13	Th	4:30pm	6:00pm	M	23	S	Eng	Tester	1 year	Yes
537	10-16-13	10-17-13	Th	2:00pm	7:00am	M	46	M	Eng	Repair man	1 month	Yes
538	10-16-13	10-20-13	Th	12:20m	7:00am	M	28	M	Eng	Laborer	10 years	Yes
539	10-16-13	10-20-13	Th	8:00am	7:30am	M	27	S	Eng	Mill electrician	6 months	Yes
540	10-16-13	10-20-13	Th	10:30am	8:00am	M	57	M	Eng	Breaker and loader	40 years	Yes
541	10-16-13	11-3-13	Th	3:00pm	7:00am	M	45	S	Aust	Blacksmith	2 months	Yes
542	10-17-13	10-23-13	F	3:00pm	7:00am	M	31	M	Eng	Laborer	2 months	Yes
543	10-17-13	10-21-13	F	3:00pm	9:30am	F	16	S	Eng	Laborer	5 months	Yes
544	10-17-13	10-18-13	F	9:00am	7:30am	M	38	M	Eng	Telephone oper.	70	Yes
545	10-17-13	10-19-13	F	7:45am	7:00am	M	27	M	Eng	Line foreman	9 months	Yes
546	10-17-13	10-23-13	F	7:00am	7:00am	M	22	S	Grk	Laborer	4 months	Yes
547	10-17-13	10-23-13	F	1:00pm	6:00pm	M	29	S	Eng	Laborer	4 months	Yes
548	10-18-13	11-4-13	Sa	3:00pm	7:00am	M	28	M	Ital	Machine molder	1 week	Yes
549	10-18-13	11-4-13	Sa	3:00pm	7:00am	M	28	M	Grk	Laborer	2 months	Yes
550	10-18-13	10-20-13	Sa	3:30am	7:00am	M	22	S	Eng	Grinder	2 months	Yes

<sup>54</sup>Injured tried to cut off root of tree that was in his way.

<sup>55</sup>Fellow employe tossed 15 lb. casting from chipping bench to pile and injured party stooped over at same time and was struck.

<sup>56</sup>Cast iron chip flew in eye.

<sup>57</sup>Possible fracture.

<sup>58</sup>Two months foreman; 17 years line foreman.

<sup>59</sup>Employee does not know how or when injured; he first noticed pain in hand while working.

<sup>60</sup>Company does not know his whereabouts.

# DETAIL TIME, CAUSE AND EXTENT OF INJURY, SEX, AGE, EXPERIENCE AND INJURED—CONTINUED.

Piece or time work	Average wage per day	Wages upon returning to work	Working days per week	Machine or tool causing injury	Part of person injured	Nature of injury	Accident number
Time	2.30	2.30	6	Electric crane	Little finger, left hand	Laceration at root	501
Time	2.25	2.25	6	Gang saw	Point of index finger	Cut	502
Time	2.45	2.40	7	Dash pot on engine	Hand	Lacerated	503
Time	2.00	2.00	6	Lifting box	Left foot	Contusion	504
Time	1.50	1.833	6	Box making mach.	Left index finger	Crushed back of nail	505
Time	3.50	3.50	6	Shaper	1st finger, left hand	Cut	506
Time	2.70	2.70	6	Baling wire	Right hand	Pierced 1/2 inch	507
Time	3.00	3.00	6	Lathe	Back of right hand	Cut about 1 1/2 inches long	508
Piece	2.00	2.00	5 1/2	Cutting machine	Right thumb	Slightly cut	509
Time	2.21	2.21	6	Fly wheel	Foot	Badly bruised and torn	510
Time	2.40	2.40	7	Corliss engine	2d finger on right hand	First joint pinched off	511
Time	2.30	2.30	5 & 6	Motor truck	Right foot	Crushing injury	512
Time	2.25	2.25	6	Hot iron	Foot	Burned	513
Time	2.30	2.30	7	Coke buggy	Right leg at ankle	Bruised	514
Time	1.75	1.75	6	Transfer car	Toes of right foot	Slightly crushed	515
Time	2.25	2.00	6	Flying glass	Right eye	Lacerated	516
Time	2.50	2.50	6	Steam shovel	Right second finger	Slightly bruised	517
Time	6.00	6.00	6	Pocket knife	Left hand	Slightly cut <sup>54</sup>	518
Time	2.00	2.00	6	Iron nuts	Left leg	Bruised	519
Both	4.00	4.00	6	Hand truck	Right index finger	Bruised and lacerated	520
Time	2.00	2.00	6	Electric crane	Carpus, left hand	Fractured	521
Time	2.25	2.25	6	Steel rail	Right heel	Bruised	522
Time	2.00	2.00	6	Car collision	Right shoulder and side	Contusion	523
Time	2.00	2.00	6	Steel chip	Eye	Foreign body	524
Time	.90	.90	6	Staying machine	End of right forefinger	Slightly pinched	525
Time	1.00	1.00	6	Broken glass	Right thumb	Gash	526
Time	2.25	2.25	6	Piece of rock	Right thumb	Small cut	527
Time	2.30	2.30	6	Hopper	Little finger, right hand	Fractured	528
Piece	3.00	3.00	6	Die set	Great toe	Bruised	529
Piece	4.00	4.00	6	Rivets	Left elbow	Bruised and cut	530
Time	2.00	2.00	6	Stake scraps	Right leg	Lacerated	531
Time	2.00	2.00	6	Pipe cutter	Third finger, right hand	Pinched and bruised	532
Time	2.00	2.00	4	Saw mill	Forearm above wrist	Large bone broken	533
Time	2.40	2.40	6	ss	Head	Struck	534
Time	2.10	2.10	6	Traction engine	Right arm and face	Slightly bruised	535
Time	2.40	2.40	7	Pinch bar	Left foot	Injured	536
Time	2.00	2.00	6	Hammer-chisel	Left eye	Injured	537
Time	3.57	4.16	6	Live wire	Left side of face	Badly burned	538
Piece	2.00	.15	6	Rock	Right hand	Gashed	539
Time	2.60	2.60	6	Emery wheel	Eye	Foreign body	540
Time	2.40	2.40	7	Coal car	5th rib	Fractured	541
Time	2.25	2.25	6	Falling pipe	Right foot	Great toe, nail taken off	542
Time	1.00	1.00	6	Door	Right elbow	Bruised	543
Time	3.84	3.84	6	Motorcycle	Left hand and wrist	Sprained and cut	544
Time	4.50	4.50	6	Switch wire	Foot	Bruised and sprained	545
Both	2.00	2.00	6	Castings	Left great toe	Fractured	546
Piece	3.75	3.75	6		Right hand	Swelling	547
Time	1.75	1.75	6	Track pick	Right eye, piece of steel	Loss of eye	548
Time	2.25	2.25	6	Side of car	Abdominal muscles	Strained	549
Time	1.85	1.85	6	Emery wheel	Right eye	Burned	550



# ACCIDENTS REPORTED FROM JULY 4, 1913, TO JANUARY 1, 1914, SHOWING IN WAGES OF

Accident number	Date of accident	Returned to work	Week day of accident	Hour of day	Began work	Sex	Age	Married or single	Language spoken	Occupation when injured	Length of experience in this occupation	Was it regular occupation
561	10-18-13	10-18-13	Sa	5:30pm	4:00pm	M	30	M	Eng	Sub station oper.	4 months	Yes
562	10-18-13	10-23-13	Sa	2:00am	6:00pm	M	24	S	Eng	Machinist	5 years	Yes
563	10-18-13	11-10-13	Sa	10:00am	10:00am	M	31	M	Eng	Crane follower	6 weeks	Yes
564	10-18-13	11-18-13	Sa	7:30am	7:00am	M	52	M	Aust	Laborer	9 months	Yes
565	10-19-13	10-29-13	Su	5:00pm	7:00am	M	19	S	Eng	Freight caller	18 months	Yes
566	10-19-13	10-20-13	Su	9:15am	7:00am	M	16	M	Eng	Repair man	1 year	Yes
567	10-20-13	11-12-13	M	9:00pm	7:00am	M	52	M	Eng	Machinist	Sev'ly yrs.	Yes
568	10-20-13	71	M	1:50pm	5:30am	M	36	M	Eng	Motorman	2 months	Yes
569	10-20-13	71a	M	3:00pm	7:00am	M	21	S	Aust	Laborer	15 days	Yes
570	10-20-13	10-21-13	M	9:30am	7:00am	M	---	M	Eng	Grinder	3 months	Yes
571	10-20-13	11-22-13	M	5:30pm	6:45am	M	53	M	Eng	Well driller	2 years	Yes
572	10-20-13	11-7-13	M	10:30am	8:00am	M	24	M	Eng	Foreman	1 1/2 years	Yes
573	10-20-13	11-13-13	Th	3:30pm	7:00am	M	15	S	Eng	Driving locks	2 weeks	Yes
574	10-20-13	10-21-13	M	10:00am	7:00am	M	26	S	Grk	Interpreter	3 weeks	Yes
575	10-20-13	11-11-13	M	12:00m	7:00am	M	44	M	Eng	Laborer	6 months	Yes
576	10-20-13	10-21-13	M	1:30pm	7:00am	M	20	S	Grk	Laborer	2 months	No
577	10-21-13	---	Tu	9:00am	7:00am	M	22	S	Eng	Roofing	5 years	Yes
578	10-21-13	---	Tu	12:00m	7:00am	M	28	S	Eng	Cement worker	4 years	Yes
579	10-21-13	---	Tu	8:30am	7:00am	M	19	S	Eng	Press hand	Sev'ly mos	Yes
580	10-21-13	---	M	4:30pm	7:00am	M	---	M	Eng	Machinist	2 years	Yes
581	10-21-13	11-4-13	Tu	3:00pm	7:00am	M	21	S	Aust	Laborer	7 months	Yes
582	10-21-13	10-27-13	Tu	3:00pm	7:00am	M	22	S	Aust	Laborer	6 months	Yes
583	10-21-13	10-27-13	Tu	4:00pm	7:00am	M	29	M	Eng	Machinist	10 months	Yes
584	10-21-13	10-23-13	Tu	3:00pm	7:00am	M	26	S	Aust	Laborer	2 months	Yes
585	10-21-13	11-3-13	Tu	5:20pm	8:00am	M	28	M	Eng	Order man	3 months	Yes
586	10-21-13	10-23-13	Tu	5:20pm	8:00am	M	27	M	Eng	Driving auto	2 months	Yes
587	10-21-13	10-21-13	Tu	3:00pm	7:00am	M	25	M	Eng	Laborer	10 days	Yes
588	10-21-13	10-28-13	Tu	2:00pm	7:00am	M	29	M	Eng	Switchman	8 years	Yes
589	10-21-13	78	Th	4:00pm	7:00am	M	38	M	Grk	Track laborer	3 weeks	Yes
590	10-21-13	10-28-13	Tu	5:00pm	7:00am	M	31	M	Eng	Riveter	3 years	Yes
591	10-21-13	11-17-13	Tu	3:15pm	7:00am	M	27	S	Eng	Motor truck oper.	1 year	Yes
592	10-21-13	10-28-13	Tu	11:45am	7:00am	M	29	M	Eng	Press operator	6 months	Yes
593	10-22-13	11-6-13	W	9:00am	7:00am	M	26	M	Ger	Assembler	5 months	Yes
594	10-22-13	11-10-13	W	4:15pm	7:00am	M	28	M	Russ	Assembler	4 months	Yes
595	10-22-13	11-6-13	W	3:30pm	7:00am	M	23	S	Eng	Reamer	4 months	Yes
596	10-22-13	10-27-13	W	4:00pm	7:00am	M	20	S	Eng	Machine worker	5 months	Yes
597	10-22-13	10-28-13	W	3:30pm	7:00am	M	29	S	Eng	Erector	2 months	Yes
598	10-22-13	74	W	1:30pm	10:30am	M	25	S	Eng	Laborer	---	---
599	10-22-13	12-1-13	W	5:00pm	7:00am	M	59	M	Eng	Wheel truer	18-20 yrs.	Yes
600	10-22-13	10-30-13	W	5:00pm	8:00am	M	26	M	Eng	Meter reader	2 1/2 years	Yes
601	10-22-13	10-27-13	W	3:00pm	7:00am	M	20	S	Eng	Helper	2 years	Yes
602	10-22-13	10-28-13	W	9:30am	7:00am	M	32	S	Arm	Laborer	3 months	Yes
603	10-22-13	10-27-13	W	9:00pm	6:00pm	M	34	S	Eng	Press operator	2 years	Yes
604	10-22-13	11-3-13	W	2:00am	6:00pm	M	24	S	Arm	Finisher	5 months	Yes
605	10-23-13	11-5-13	Th	4:00pm	8:00am	M	18	S	Eng	Sawing lumber	2 years	Part
606	10-23-13	10-23-13	Th	8:00am	6:45am	M	24	S	Eng	Cart Driver	2 years	Yes
607	10-23-13	---	Th	2:00pm	---	M	33	M	Eng	Running drill	---	Yes
608	10-23-13	11-8-13	Th	12:30m	6:00am	M	26	S	Grk	Stoker helper	8 months	Yes
609	10-23-13	11-8-13	Th	8:15am	7:00am	M	33	S	Arm	Laborer	5 months	Yes
610	10-23-13	11-8-13	Th	10:00pm	6:00pm	M	29	S	Arm	Laborer	1 night	Yes

<sup>71</sup>Discharged on account of being responsible for accident.

<sup>71a</sup>Discharged from treatment Nov. 1.

<sup>72</sup>Middle finger amputated.

<sup>73</sup>Left employ of company.

<sup>74</sup>Laid off.

## DETAIL TIME, CAUSE AND EXTENT OF INJURY, SEX, AGE, EXPERIENCE AND INJURED—CONTINUED.

Piece or time work	Average wage per day	Wages upon returning to work	Working days per week	Machine or tool causing injury	Part of person injured	Nature of injury	Accident number
Time	2.10	2.10	---	Electric wire	3d finger on left hand, right hand thumb	Slightly burned	561
Time	4.00	4.00	6	Iron shaft	1st, 2d fingers, left hand	Bruised	562
Piece	4.00	4.00	6	Steam crane	Left thumb	Fractured	563
Time	2.30	2.30	6	Electric crane	Third finger, left hand	Severe laceration	564
Time	2.13	---	7	Box	Left wrist	Sprained	565
Time	2.00	2.00	6&7	Sand mixer	Little finger, left hand	Injured	566
Time	3.75	3.75	6	Ladder	Left wrist and thumb	Sprained	567
Time	2.25	---	7	Street car collision	Back	Bruised	568
Time	2.25	---	6	Box car door	Face, right leg and hip	Cut and bruised	569
Time	1.85	1.85	6	Emery wheel	Left wrist	Sprained and ligaments torn	570
Time	2.50	2.50	---	Well drill	Eye	Foreign body	571
Time	3.00	3.00	6	Piece of glass	Left index finger	Bruised	572
Time	.75	---	6	Cutting machine	2d knuckle of left hand	Slightly cut	573
Time	2.25	2.25	6	Moving car	3 fingers on left hand	Badly bruised <sup>72</sup>	574
Time	2.20	2.20	6 1/2	Casting	Right knee	Bruised	575
Time	2.00	2.00	6	Steel plate	First finger, left hand	Severe bruise	576
Time	2.50	---	6	Fell about 8 feet	Right hand	Bruised and contused	577
Time	4.00	---	---	20 penny nail	Ankle	Sprained	578
Time	1.75	---	6	Power press	Left foot	Injured	579
Time	2.50	---	6	Engine lathe	Right hand thumb	Nail torn off	580
Time	2.25	2.25	6&7	Bank of earth caved in	Finger	Pinched	581
Time	2.25	2.25	6&7	Bank of earth caved in	Body bruised	---	582
Time	2.30	2.30	6	Crane	Body bruised	---	583
Time	2.50	2.25	6&7	Bank of earth caved in	Leg above knee	Bruised	584
Time	2.50	2.50	6	Auto collision	Body	Bruised	585
Time	2.50	2.50	6	Auto collision	Face and chest	Bruised	586
Time	2.50	2.50	6	Auto collision	2 teeth	Knocked loose	587
Time	2.50	2.50	6	Steel sheeting	Right leg	Bruised	588
Time	3.50	3.50	7	Stumbled and fell	Toe	Badly bruised	589
Time	2.25	---	---	Iron rail	Left shoulder	Contusion	590
Piece	5.33	5.33	6	Riveting machine	Right foot	Contused	591
Time	2.40	2.40	6	Electric crane	First finger, left hand	Lacerated	592
Piece	3.00	3.00	6	End sill	Index finger, left hand	Severely mashed	593
Piece	3.50	3.50	6	Air hoist	Left foot	Instep bruised	594
Piece	2.50	2.50	6	Air hoist	Right large toe	Mashed	595
Piece	3.50	3.50	6	Dolly bar	2nd toe, right foot	Bruised	596
Time	2.00	2.00	6	Wringer	Right ankle	Sprained	597
Time	2.00	2.00	6	Machinist's hammer	Forearm	Bruised	598
Time	2.50	---	6	Iron column	Small finger on left hand	Injured by hammer blow	599
Piece	2.75	2.75	6	Stand with spindle	Left hand	Badly crushed <sup>74</sup>	600
Time	2.50	2.50	6	Bitten by dog	Little finger, left hand	Injured	601
Time	2.50	2.50	6	Converter	Right leg	Lacerated	602
Time	2.30	2.30	6	Falling brick	Left foot	Bruised	603
Piece	3.50	3.50	6	End sill	Fourth toe, right foot	Abrasion	604
Piece	---	---	6	Electric crane	Left wrist, back	Sprained	605
Time	1.17	1.17	6	Circular saw	Right knee	Bruised	606
Time	2.25	2.25	---	Piece of stone	Right thumb	Bruised	607
Time	2.70	---	---	Radial drill	End of thumb	Slit about 1 inch	608
Time	2.10	2.50	7	Ladder	Forehead	Slight cut	609
Time	2.20	2.20	6	Falling brick	Right eye	Injured	610
Time	2.20	2.20	6	Electric crane	Side	Injured	611
Time	---	---	---	---	2d finger, right hand	Lacerated	612
Time	---	---	---	---	Right side	Contusion	613



# ACCIDENTS REPORTED FROM JULY 4, 1913, TO JANUARY 1, 1914, SHOWING IN WAGES OF

Accident number	Date of accident	Returned to work	Week day of accident	Hour of day	Began work	Sex	Age	Married or single	Language spoken	Occupation when injured	Length of experience in this occupation	Was it regular occupation
601	10-24-13	74	Th	3:00pm	7:00am	M	21	S	Eng	Laborer	8 months	Yes
602	10-24-13	10-30-13	F	3:00pm	7:00am	M	30	M	Eng	Laborer	1 year	Yes
603	10-24-13	74	F	3:00pm	7:00am	M	25	S	Arm	Laborer	6 months	Yes
604	10-24-13		F	3:00pm	7:00am	M	34	M	Eng	Asst. fireman	1 week	Yes
605	10-24-13		F	3:00pm	7:00am	F	17	S	Eng	Helper	6 years	Yes
606	10-20-13	10-20-13	F	10:00am	7:30am	F	23	S	Eng	Laborer	3 years	Yes
607	10-21-13	12-1-13	F	8:30am	7:30am	M	24	S	Eng	Laborer	7 months	Yes
608	10-24-13	10-27-13	F	5:00pm	7:00am	M	25	S	Eng	Machinist	7 months	Yes
609	10-24-13	10-27-13	Sa	11:00am	7:00am	M	25	M	Eng	Button cutter	Sev'l yrs.	Yes
610	10-24-13	10-24-13	F	5:50pm	7:00am	M	19	S	Eng	Laborer	1 day	Yes
611	10-24-13		F	3:00pm	7:00am	M	26	M	Eng	Turning pieces of cast iron	4 years	Yes
612	10-24-13	11-17-13	F	5:00pm	7:00am	M	26	M	Eng	Brakeman	3 years	Yes
613	10-24-13	10-25-13	F	11:30am	6:00am	M	36	S	Ita	Laborer	18 days	Yes
614	10-24-13	11-10-13	F	8:15pm	6:15pm	M	29	M	Ger	Press helper	6 weeks	Yes
615	10-24-13	74	F	3:00pm	6:15pm	M	42	M	Boh	Stick b'n helper	3 months	Yes
616	10-25-13		Sa	4:40pm	7:00am	M	43	M	Eng	Machinist	20 years	Yes
617	10-25-13	11-8-13	Sa	3:00pm	7:00am	M	22	S	Eng	Laborer	1 month	Yes
618	10-25-13		Sa	8:00am	7:00am	M	38	S	Eng	Laborer	3 years	Yes
619	10-25-13	10-25-13	Sa	10:00am	7:00am	M	38	S	Eng	Macaroni foreman	3 years	Yes
620	10-25-13	10-31-13	Sa	3:00pm	7:30am	M	41	M	Eng	Breaker and loader	3 months	Yes
621	10-25-13	11-7-13	Sa	11:30pm	7:30am	M	30	M	Eng	Bolter maker	4 months	Yes
622	10-25-13	10-25-13	Sa	2:30pm	7:30am	M	24	M	Eng	Helper	3 months	Yes
623	10-25-13	11-13-13	Th	2:45pm	7:00am	M	34	M	Eng	Power punch oper.	3 years	Yes
624	10-25-13	11-10-13	Su	9:30am	7:00am	M	39	S	Ita	Trucker	1 year	Yes
625	10-26-13	12-8-13	Su	am	7:00am	M	40	M	Eng	Lineman	6 years	Yes
626	10-26-13		Su	4:00am	6:00pm	M	32	S	Eng	Rivet operator	2 years	Yes
627	10-26-13	12-22-13	Su	4:45pm	8:00am	M	43	M	Eng	Helper	1 day	Yes
628	10-26-13	74	Su	11:30am	7:00am	M	34	S	Eng	Bondman	11 years	Yes
629	10-26-13	10-31-13	Su	5:15am	12:45am	M	34	M	Eng	Car repairer	6 months	Yes
630	10-26-13	11-8-13	Su	11:30am	7:00am	M	36	M	Ork	Trucker	4 months	Yes
631	10-26-13	11-6-13	Su	3:30pm	7:00am	M	36	M	Eng	Hydraulic repair man	4 years	Yes
632	10-27-13		M	11:30pm	6:15pm	M	49	M	Eng	Truck helper	12 days	Yes
633	10-27-13	11-24-13	M	7:00am	7:00am	M	22	M	Eng	Filling in sash	6 weeks	Yes
634	10-27-13		M	1:00am	6:00pm	M	52	M	Eng	Night man	6 months	Yes
635	10-27-13	11-17-13	M	9:30am	7:30am	M	17	S	Eng	Delivery clerk	1 year	Yes
636	10-27-13	11-11-13	M	9:00am	7:00am	M	23	S	Eng	Spouter	4 months	Yes
637	10-27-13	11-12-13	M	3:00pm	7:00am	M	23	S	Arm	Laborer	8 months	Yes
638	10-27-13	11-14-13	M	10:00am	7:00am	M	43	M	Arm	Laborer	5 months	Yes
639	10-27-13	11-8-13	M	11:30am	8:00am	M	22	M	Eng	Riveter	3 or 4 yrs.	Yes
640	10-28-13	11-30-13	Tu	5:30pm	7:00am	M	25	M	Eng	Engineer	7 years	Yes
641	10-28-13	81	Tu	11:30am	7:00am	M	55	M	Eng	Carpenter helper	7 years	Yes
642	10-28-13	11-8-13	Tu	4:00pm	7:00am	M	73	M	Eng	Store room clerk	15 years	Yes
643	10-28-13	11-17-13	Tu	1:30pm	7:00am	M	28	M	Eng	Machinist	8 months	Yes
644	10-28-13	11-3-13	Tu	1:30pm	7:00am	M	28	M	Eng	Machine operator	12 years	Yes
645	10-28-13	10-28-13	Tu	4:40pm	8:00am	M	31	M	Eng	Lineman	31 years	Yes
646	10-28-13	10-28-13	Tu	11:15am	7:30am	M	45	M	Eng	Installer	3 months	Yes
647	10-28-13	11-8-13	Tu	8:00pm	7:00am	M	19	S	Ger	Crane follower	4 months	Yes
648	10-28-13		Tu	3:00pm	7:00am	M	24	M	Eng	Press operator	2 1/2 years	Yes
649	10-29-13		W	11:45am	7:00am	M	32	M	Eng	Sawyer	8 years	Yes
650	10-29-13		W	4:30pm	7:00am	M	32	M	Eng	Riveter	8 years	Yes

## DETAIL TIME, CAUSE AND EXTENT OF INJURY, SEX, AGE, EXPERIENCE AND INJURED-CONTINUED.

Piece or time work	Average wage per day	Wages upon returning to work	Working days per week	Machine or tool causing injury	Part of person injured	Nature of injury	Accident number
Time	2.50	6	6	Mortar box	First finger, left hand	Slightly pinched	601
Time	2.25	2.25	6	Fell on 's.e.	Back	Muscles sprained	602
Time	2.25	2.25	6	Hand shovel	3d finger, right hand	Contusion	603
Time	2.60	2.60	6	Ladder broke	Spinal column and coccyx	Injured	604
Time	2.60	2.60	6	Dipping machine	Hand	Squeezed	605
Time	1.25	1.25	6	Tin can	End of right little finger	Cut	606
Time	2.75	2.75	6	Broken lag screw	2d and 3d toes	Lacerated and contused	607
Time	2.06	2.06	6	Drill press	Left large toe nail	Torn	608
Piece	2.25	2.25	53-6	Saw and file	3d finger	Cut near knuckle	609
Time	1.75	1.75	6	Hatchet	Forehead above right eye	Steel filing in eye	610
Time	2.30	2.30	6	Steel	Left eye	Injured <sup>74</sup>	611
Time	5.08	5.08	6	Air hose	Right knee cap	Ucerated-very painful	612
Time	2.10	2.10	7	Well drill rod	Index finger, right hand	Contusion	613
Time	2.50	2.50	NI			Nail taken off	614
Both	4.00	4.00	6	Press	Left hand	Contusion	615
Time	64-7	64-7	6	Fighting	Nose	Fractured	616
Time	2.50	2.50	6	Drill press	2 toes on left foot	Bruised	617
Time	2.00	2.00	6	Iron band	2 middle left hand fingers	Injured	618
Time	2.50	2.50	6	Hot tar	Palm of right hand and wrist	Severely scalded	619
Time	2.06	2.06	6	Macaroni press	Knuckle	Abrasion	620
Piece	3.00	3.00	6	Piece of rock	Right instep	Bruised	621
Time	2.00	2.00	6	Emery wheel	Calf of right leg	Burned	622
Piece	4.00	4.00	64-7	Electric hoist	Eye	Slightly injured	623
Piece	3.00	3.00	6	I-beam	Right foot	Metatarsal bone frac'd	624
Time	3.75	3.75	6	Spitter	Large right toe	Contusion	625
Both	2.00	2.00	6	Draw-bar yoke	Knee	Infected	626
Time	2.17	2.17	6	Piece of steel	Rupture	Injured	627
Time	2.00	2.00	7	Piece of solder	Left eye	Badly injured	628
Time	2.00	2.00	7	Brake handle	Arm below elbow	Injured	629
Both	2.50	2.50	7	Castings	Eyeball	Bruised	630
Time	3.20	3.20	7	Chain pipe tong	Head	Sprained	631
Time	2.20	2.20	6	Electric crane	Both lower limbs	Cut and lacerated	632
Time	1.70	1.70	6	Broken glass lantern	Right fourth finger	Fractured	633
Time	2.00	2.00	6	Grease tank	Face and hand	Infected from cut	634
Time	.83	.83	6	Freight elevator	Toes of left foot	Burned <sup>80</sup>	635
Piece	3.00	3.00	6	Roller	First two toes on right foot	Injured	636
Time	2.20	2.20	6	Conveyor belt	External condyle, humerus	Lacerated	637
Time	2.20	2.20	6	Steel casting	Right hand	Fractured	638
Piece	4.50	4.50	6	Hammer and rivet	Right index finger	Bruised	639
Time	3.00	3.00	6	Iron spike	Right wrist	Burned	640
Time	2.50	2.50	6	Fell from scaffold	Foot	Injured	641
Time	1.85	1.85	6	Falling sheet iron	Hib	Broken	642
Time	2.75	2.75	6	Emery wheel	Head	Cut	643
Time	2.30	2.30	6	Machine wheel	Right hand	Injured	644
Time	3.30	3.30	6	Cable car	Right leg	Bruised	645
Time	2.00	2.00	6	Kicked by horse	Leg	Wrenched	646
Piece	3.00	3.00	6	Electric crane	Right wrist	Bruised	647
Piece	3.00	3.00	6	Hydraulic press	Right instep	Bruised	648
Time	2.35	2.35	6	Cross-cut saw	Thumb of left hand	Lacerated	649
Piece	5.00	5.00	6	Air hammer	Great toe	Bruised	650

<sup>74</sup>Discharged.

<sup>75</sup>Injured employee paid one visit to our doctor, unable to secure further information.

<sup>76</sup>Struck by another employee.

<sup>77</sup>Injured had a dispute with crane operator which resulted in injury.

<sup>78</sup>Taken to hospital-eye removed-injured left employ of company.

<sup>80</sup>Gas caught fire.

<sup>81</sup>Injured left employ of company.



# ACCIDENTS REPORTED FROM JULY 4, 1913, TO JANUARY 1, 1914, SHOWING IN WAGES OF

Accident number	Date of accident	Returned to work	Week day of accident	Hour of day	Began work	Sex	Age	Married or single	Language spoken	Occupation when injured	Length of experience in this occupation	Was it regular occupation
651	10-29-13	11-24-13	W	4:48pm	8:00am	M	18	S	Eng	Assembler		
652	10-29-13		W	3:00pm	7:00am	M	32	S	Eng	Porter	6½ months	Yes
653	10-29-13	12-15-13	W	9:45am	7:00am	M	50	M	Eng	Repair man	7 months	Yes
654	10-29-13	12-8-13	W	4:00pm	7:00am	M		M	Eng	Tinning and galvan.	2 years	Yes
655	10-29-13	11-4-13	W	5:00pm	7:00am	M	19	S	Eng	Grinder	6 months	Yes
656	10-29-13	12-3-13	Tu	9:30am	7:00am	M	26	S	Eng	Shop hand	7 weeks	Yes
657	10-29-13	11-1-13	W	10:00am	7:00am	M	21	M	Eng	Reamer		No
658	10-29-13	10-31-13	W	10:00am	7:00am	M	43	S	Arm	Laborer	4 months	Yes
659	10-29-13	11-1-13	W	11:00am	7:00am	M	45	M	Eng	Riveter	7 or 8 yrs.	Yes
660	10-29-13	10-31-13	W	11:30am	7:00am	M	57	S	Eng	Rivet helper	10 days	Yes
661	10-29-13	12-1-13	W	9:30am	7:00am	M	23	S	Grk	Trucker	1 week	Yes
662	10-29-13	11-20-13	W	10:30am	7:00am	M	23	S	Eng	Welder	7 months	Yes
663	10-30-13		Th	4:15pm	7:00am	M	19	S	Eng	Helper	Just st't'd	Yes
664	10-30-13		Tu	4:00pm	7:00am	M	47	M	Grk	Laborer	6 months	Yes
665	10-2-13	10-6-13	Th	3:30pm	8:00am	M	30	S	Eng	Painter	9 years	Yes
666	10-30-13	11-11-13	Th	3:00pm	7:00am	M	20	S	Eng	Out-off sawyer	1 day	Yes
667	10-30-13	12-8-13	Th	9:30am	7:00am	F	16	S	Eng	Cutter	4 months	Yes
668	10-30-13	11-3-13	F	4:30pm	7:00am	M	18	S	Eng	Iron worker	9 months	Yes
669	10-30-13	10-30-13	Th	11:30am	8:00am	M	46	M	Eng	Laborer	1½ years	Yes
670	10-30-13		Th	9:30am		M	22	S	Eng	Jointer operator	1 year	Yes
671	10-30-13	11-3-13	Th	7:30pm	7:00pm	M		M	Eng	Punch helper	3 weeks	Yes
672	10-30-13	11-8-13	Th	3:30pm	7:00am	M	28	M	Arm	Foundry hand	1 month	Yes
673	10-30-13	11-4-13	Tu	10:00am	7:00am	M	30	M	Eng	Press hand	4 months	Yes
674	10-31-13		F	10:30am	7:00am	M	27	M	Eng	Shop hand	1½ weeks	Yes
675	10-31-13	11-3-13	F	4:00pm	7:00am	M	33	S	Eng	Wood worker	2 years	Yes
676	10-31-13	11-3-13	F	4:30pm		M	18	S	Eng	Disk holder polisher	3 months	Yes
677	10-31-13	11-3-13	F	8:30am	6:45am	M	40	M	Eng	Drill operator	7 months	Yes
678	10-31-13	10-31-13	F	10:30am	7:00am	M	32	M	Eng	Helper	1 year	Yes
679	10-31-13	11-7-13	F	2:00am	6:15am	M	34	M	Eng	Press helper	2 months	Yes
680	10-31-13	12-2-13	F	2:30pm	7:00am	M	26	S	Arm	Machine molder	3 months	Yes
681	10-31-13	11-5-13	F		7:00am	M	28	S	Ital	Crane follower	2 months	Yes
682	10-31-13	12-1-13	F	8:30am	7:00am	M	20	S	Eng	Machinist	3½ years	Yes
683	10-31-13	11-8-13	F	1:30pm	10:00am	M	25	S	Eng	Riveter	2½ years	Yes
684	10-31-13	11-24-13	F	3:00pm	7:00am	M	26	M	Aus	Laborer	1 week	No
685	10-31-13	11-10-13	F	4:30pm	7:00am	M	30	M	Eng	Carpenter	1 month	No
686	11-12-13	11-14-13	W	11:45am	6:45am	M	21	S	Aus	Loading cars	6 weeks	Yes
687	11-1-13		Sa	11:30am	7:00am	M	50	M	Eng	Bridge carpenter	9 years	Yes
688	11-1-13	11-7-13	Sa			M	26	M	Eng	Laborer		Yes
689	11-1-13		Sa	11:40am		M	25	M	Eng	Grinder	3 years	Yes
690	11-1-13	11-5-13	Sa	4:50pm	7:00am	M		S	Serv	Sweeper	1 year	Yes
691	11-2-13		Su	2:00pm	8:00am	M	14	S	Eng	Catching chickens	2 days	Yes
692	11-2-13	11-18-13	Su	3:30pm	7:00am	M	27	M	Eng	Block Machinist	2 years	Yes
693	11-2-13	11-12-13	Su	2:15pm	8:00am	M	27	S	Eng	Rigger	6 years	Yes
694	11-11-13	11-15-13	Tu	2:00pm	7:00am	M	25	S	Eng	Carpenter	3 years	Yes
695	11-3-13		M	9:30am	8:00am	M	22	M	Eng	Helper	1 year	Yes
696	11-3-13	11-10-13	M	1:30pm	7:00am	M	25	M	Eng	Driver	3 years	No
697	11-3-13		M	10:00am	7:20am	M	20	S	Eng	Cutter	2 months	Yes
698	11-3-13	11-6-13	M	8:30am	7:00am	M	22	S	Eng	Pattern apprentice	1 year	Yes
699	11-3-13	11-4-13	M	10:00am	7:00am	M	22	S	Eng	Grinder	3 months	Yes
700	11-3-13	11-8-13	M	11:00am		M	24	S	Eng	Press man	1 month	Yes

\*\*Taken to hospital.

\*\*Passing under carburetor, raising up and striking head on brass air cock.

\*\*Injured was employed after school hours, Saturdays and Sundays.

# DETAIL TIME, CAUSE AND EXTENT OF INJURY, SEX, AGE, EXPERIENCE AND INJURED—CONTINUED.

Piece or time work	Average wage per day	Wages upon returning to work	Working days per week	Machine or tool causing injury	Part of person injured	Nature of injury	Accident number
Time	1.33	1.33	6	Punch	Forefinger	Injured	651
Time	2.00		6	Nail	Eyeball	Pierced	652
Time	2.50	2.25	6	Cable car	Right 1st, 2d and 3d fingers	Bruiised	653
Time	3.30	3.50		Hydrofluoric acid	Both hands	Badly burned**	654
Time	2.20	2.20	6	Emery wheel	Left eye	Foreign body	655
Both	2.00	2.00					
Both	5.00	5.00	6	Electric crane	Left great toe	Fractured	656
Piece	3.00	3.00	6	Center sill	Right knee	Bruiised	657
Time	2.20	2.20	6	Truck frame	Left knee	Bruiised	658
Piece	3.50	3.50	6	Air hammer	Left eye	Scale from rivet	659
Piece	3.50	3.50	6	Hamer rivet	Third finger, left hand	Nail loosened	660
Both	2.00	2.00					
Both	3.00	3.00	6	Motor truck	Instep of left foot	Severely bruiised	661
Time	2.50	2.50	6	Hot steel fresh paint	Left cheek, wrist and elbow	Bruiised	662
Time	2.00		6	Fell from beam	Tips of two fingers	Crushed	663
Time	2.20	2.20	6	Falling tile	2d finger, right hand	Fractured	664
Time	3.60	3.60	6	Ladder	Face and hip	Bruiised	665
Time	1.50	1.50		Cut-off saw	Ball of left thumb	Slightly lacerated	666
Time	.83	.83	6	Kraut cutter	Thumb and 2d finger of right hand	Slightly cut	667
Time	2.00	2.00	6	Emery wheel	Eye	Foreign body	668
Time	1.90	1.90	6	Broken bottle	Right thumb	Slightly cut	669
	2.00			Wood shaving	Right eye	Cut	670
Piece	3.00	3.00					
Piece	4.00	4.00	6	Lifting sills	Ruptured		671
Time	2.20	2.20	6	Casting	Left thumb	Bruiised and lacerated	672
Time	2.20	2.20	6	Straightening press	2d and 3d fingers, right hand	Laceration	673
Time	2.00	2.00	6	Short door hangers	Right great toe	Bruiised	674
Time	1.80	1.80	6	Box matcher using jointer	Left finger and thumb	Cut and bruiised	675
	2.00			Emery wheel	Left eye	Injured	676
Time	2.50	2.50		Piece of stone	Instep of right foot	Slight bruiise	677
Time	2.50	2.50	6	Particle of sand	Eye	Injured	678
Both	2.40	2.40					
Both	4.00	4.00	6	Hydraulic press	Back	Sprained	679
Piece	3.50	3.50		Electric crane	Right little finger	Fractured at joint	680
Time	2.20	2.20	6	Piece of steel	Left eye	Injured	681
Time	2.60	2.60	6	Planer	Right hand	Pinched and bruiised	682
Piece	5.00	5.00	6	Needle beam	Right eye lid	Bruiised	683
	2.00	2.00					
Both	3.50	3.50	6	Rubble car	4th finger right hand	Nail taken off	684
Time	3.00	3.00	6	Power saw	Left thumb	Severe laceration	685
Time	2.47	2.25	6	Hand shovel	Forehead	Cut by shovel	686
Time	2.50	2.50	6	Fell from scaffold	Left humerus	Broken	687
Time	2.00	2.00	6	Hand axe	Left instep	Cut—not serious	688
	2.70			Emery wheel	Left thumb	Badly ground	689
Time	2.00	2.00	6	40 h. p. engine	Top of head just back forehead	Cut**	690
Time	1.00			Poultry coop	Ring finger broken and torn	Necessitating amputation**	691
Time	2.25	2.25	6	Block machine	Left hand	Bruiised	692
Time	3.50	3.50	6	Crane and shaft	Top of head and upper lip	Cut	693
Time	3.50	3.50	6	Loose pipe	Middle left hand finger	Cut	694
Time	1.60		6	Fell off scaffold	Right arm	Broken	695
	2.25	2.25	6	Elevator	Back	Slightly bruiised	696
Time	2.00		5½	Cutting machine	Neck and head	Flesh wounds	697
Time	1.70	1.70	6	Mallet chisel	2 fingers on left hand	Cut	698
Time	1.85	1.85	6	Emery wheel	Left thumb	Cut	699
Time	2.00	2.00	6	Macaroni press	Steel imbedded in right eye	Burned	699
					Eyeball	Steel fell in eye	700



# ACCIDENTS REPORTED FROM JULY 4, 1913, TO JANUARY 1, 1914, SHOWING IN WAGES OF

Accident number	Date of accident	Returned to work	Week day of accident	Hour of day	Began work	Sex	Age	Married or single	Language spoken	Occupation when injured	Length of experience in this occupation	Was it regular occupation
701	11-3-13	11-24-13	M	2:15pm	7:30am	M	49	S	Eng	Lineman	15 years	Yes
702	11-3-13	11-12-13	M	9:00am	7:00am	M	38	S	Eng	Riveter	6 years	Yes
703	11-3-13	11-5-13	M	8:30am	7:00am	M	24	S	Eng	Machine molder	2 years	Yes
704	11-3-13	11-6-13	M	3:30pm	7:00am	M	20	S	Aus	Motor truck operator	9 months	Yes
705	11-3-13	11-9-13	M	10:30pm	6:30pm	M	25	M	Eng	Press operator	1 year	Yes
706	11-4-13		Tu	4:30pm	7:00am	M	21	M	Eng	Carpenter	5 years	Yes
707	11-10-13	11-17-13	M	4:45pm	6:15am	M	60	M	Eng	Mixer	10 years	Yes
708	11-4-13		Tu	11:30am	8:00am	M	35	M	Eng	Carpenter	12 years	Yes
709	11-4-13	11-4-13	Tu	11:00am	6:45am	M		S	Eng	Pit man	3 years	Yes
710	11-4-13		Tu	Unkno'n	7:00am	M	58	S	Eng	Mortarman	Sev'l yrs.	Yes
711	11-4-13	11-4-13	Tu	3:00pm	7:30am	M	45	M	Eng	Teamster	15 years	Yes
712	11-4-13		Tu	4:40pm	8:00am	M	25	M	Eng	Machinist	5 1/2 years	Yes
713	11-4-13	11-4-13	Tu	8:30am	7:00am	M	22	S	Eng	Laborer	3 months	Yes
714	11-4-13	11-20-13	Tu	10:15am	7:00am	M	33	S	Eng	Press operator	5 weeks	Yes
715	11-4-13	11-17-13	Tu	2:15am	6:15pm	M	25	M	Eng	Press helper	2 months	Yes
716	11-5-13	11-17-13	W	9:50am	7:00am	M	28	S	Eng	Crane man	8 years	Yes
717	11-5-13	11-5-13	W	2:30pm	8:00am	M	29	M	Eng	Lineman	12 years	Yes
718	11-5-13	11-10-13	W	5:45pm	7:00am	M	22	M	Eng	Machine operator	2 years	Yes
719	11-5-13	11-5-13	W	10:00am	7:30am	M	46	M	Eng	Breaker and loader	4 months	Yes
720	11-5-13	11-7-13	W	3:00pm	7:00am	M	19	S	Eng	Drill operator	1 1/2 years	Yes
721	11-5-13	11-13-13	W	7:45am	7:00am	M	33	M	Eng	Carpenter	1 1/2 years	Yes
722	11-5-13	11-11-13	W	10:30am	7:00am	M	26	M	Eng	Riveter	6 years	Yes
723	11-6-13	1-5-14	Th	10:30am	7:00am	M	22	S	Eng	Lineman	4 months	Yes
724	11-6-13		Th	3:45pm	6:45am	M	42	M	Aus	Loading rip rap	3 weeks	Yes
725	11-6-13		Th	5:00pm	7:30am	F	23	S	Eng	Machine operator	4 years	Yes
726	11-6-13		Th	3:15pm	7:00am	M	66	M	Eng	Carpenter	15 months	Yes
727	11-6-13	11-7-13	Th	9:00pm	6:00pm	M	38	S	Arm	Core maker	9 months	Yes
728	11-6-13	11-17-13	Th	7:30pm	7:00am	M	29	M	Eng	Switchman	8 years	Yes
729	11-6-13	11-6-13	Th	3:00pm	8:00am	M	31	M	Eng	Lineman	11 years	Yes
730	11-6-13	12-8-13	Th	10:00am	7:00am	M	40	S	Eng	Cut-off sawyer	1 1/2 years	Yes
731	11-6-13	11-24-13	Th	9:00am	7:00am	M	30	M	Eng	Using clamping machine	5 months	Yes
732	11-6-13	11-11-13	Th	8:00am	7:00am	M	28	M	Eng	Using boring machine	6 months	Yes
733	11-6-13	11-10-13	Th	5:15pm	7:00am	M	21	S	Eng	Press feeder	1 1/2 weeks	Yes
734	11-7-13	11-23-13	F	5:00am		M	40	M	Eng	Timber man		Yes
735	11-7-13	11-7-13	F	8:45am	7:00am	M	21	S	Eng	Washing bottles	1 1/2 years	Yes
736	11-7-13	11-17-13	F	2:00pm	7:30am	M	30	M	Eng	Using jointer	5 weeks	Yes
737	11-7-13	11-10-13	F	7:40am	7:00am	M	21	S	Eng	Assembler	3 months	Yes
738	11-7-13	11-7-13	F	10:00am	7:30am	M	30	M	Eng	Beveler	10 years	Yes
739	11-7-13	12-1-13	F	4:00am	6:00pm	M	30	M	Ital	Chain man	2 months	Yes
740	11-7-13	11-13-13	F	3:30pm	7:00am	M	26	S	Eng	Chipper	11 months	Yes
741	11-7-13	11-14-13	F	6:00am	6:00pm	M	27	S	Arm	Laborer	4 months	Yes
742	11-8-13	11-10-13	Sa	9:30am	7:00am	F	16	S	Eng	Machine operator	3 months	Yes
743	11-8-13		Sa	3:00pm	7:00am	M	40	M	Eng	Carpenter	Unknown	Yes
744	11-8-13	11-12-13	Sa	1:40pm	7:00am	M	22	M	Eng	Baggage man	2 weeks	Yes
745	11-8-13	11-15-13	Sa	6:00pm	7:00am	M	36	M	Eng	Repair man	2 years	Yes
746	11-8-13	11-8-13	Sa	10:00am	7:00am	M		S	Eng	Macaroni foreman	8 years	Yes
747	11-8-13	11-12-13	Sa		7:00am	M	27	S	Eng	Chipper	1 month	Yes
748	11-8-13	11-21-13	Sa	3:00am	6:00pm	M	26	S	Arm	Gate breaker	7 months	Yes
749	11-10-13		M	8:00am	7:00am	M	45	M	Eng	Engineer	2 years	Yes
750	11-10-13		M	7:15am	7:00am	M	27	M	Eng	Molder	6 years	Yes

<sup>80</sup>Death. Deceased was guiding concrete mixer when iron tong struck his hip.

<sup>81</sup>Rate of pay—teamster and team.

<sup>82</sup>Laid off.

<sup>83</sup>Taken to hospital.

<sup>84</sup>Did not return—work finished.

<sup>85</sup>Needle entered lower end of thumb nail, breaking and lodging in end of thumb.

# DETAIL TIME, CAUSE AND EXTENT OF INJURY, SEX, AGE, EXPERIENCE AND INJURED--CONTINUED.

Piece or time work	Average wage per day	Wages upon returning to work	Working days per week	Machine or tool causing injury	Part of person injured	Nature of injury	Accident number
Time	3.50	3.50	6	Team runaway	Head and body	Bruised	701
Piece	5.00	5.00	6	Hot rivet	Left side of head	Cut	702
Piece	3.50	3.50	6	Metal flask	Top of left foot	Burned	703
Time	2.00	2.00	6	Motor truck	Head	Lacerated about 1 inch long	704
Both	2.52	2.52	6	Hydraulic press	Left leg below knee	Bruised	705
Time	3.25	3.25	6	Iron spike	Chest and right leg	Bruised	706
Time	2.25	2.25	6	Piece cotton ducking	Foot	Pierced	707
Time	3.00		6	Circular saw	Right eye	Injured	708
Time	2.50	2.50	6	Steel rails	First 2 fingers of left hand	Cut off	709
Time	3.00		6	Iron tong	Left leg	Abrasion of skin	710
Time	4.50	4.50	6	Street crane	Steel rails	Severe blow	711
Time	2.00		6	Shaper	Hip	Bruised <sup>86</sup>	712
Time	2.00	2.00	6	Steel tank	Right arm	Torn loose	713
Piece	3.50	3.50	6	Rivet clamp	Tip of 4th finger	Bruised	714
Time	2.40	2.40	6	Flat car	Toe	Nail torn off	715
Time	3.84	3.84	6	Steam engine	2d finger, left hand	Bruised	716
Time	5.00	5.00	6	Pole ax	Left hand	Injured	717
Piece	3.00	3.00	6	Hub machine	Right hand	Badly cut	718
Piece	3.00	3.00	6	Iron bolt	Foot	Ipjured	719
Piece	2.50	2.50	6	Drill	Right eye	Lacerated	720
Time	2.80	2.80	6	Jointer	Middle finger of left hand	Injured	721
Piece	5.00	5.00	6	Air hammer	Left hand back of thumb	Ends taken off	722
Time	2.20	2.20	6	Broken pole	2d and 3d fingers	Cut and bruised	723
Time	2.25		6	Stone hammer	Face	Bruised	724
Piece	1.50		6	Sewing machine	Wrist	Bone broken <sup>88</sup>	725
Time	3.00		6	Circular saw	Heel of left foot	Twisted	726
Piece	2.75	2.75	6	Hammer	Ank's	Stone in eye	727
Time	3.50	3.50	7	Struck by engine	Right eye	Pierced <sup>89</sup>	728
Time	4.50	4.50	6	Motorcycle	Thumb	Taken off	729
Time	1.75	1.75	6	Cut-off saw	Thumb and 3 fingers, right	Bruised	730
Time	2.10	2.10	6	Clamping machine	Left shin	Lacerated	731
Time	1.85	1.85	6	Stile boring mach	Back and left hip	Contusion	732
Both	1.47	1.47	6	Scrap steel	Knee	Bruised and skinned	733
Time	3.50	3.50	6	Iron brace	Index finger, left hand	Lacerated	734
Time	2.25	2.25	6	Broken bottle	Left thumb	Splintered	735
Time	2.25	2.25	6	Jointer	Right middle finger	Nail torn—lacerated	736
Time	2.00	2.00	6	Emery stone	First finger of right hand	Cut	737
Time	3.00	3.00	6	Roughing wheel	Right arm and shoulder	Sprained	738
Time	2.20	2.20	6	Crane	1st 2 fingers, right hand	Pinched	739
Piece	3.00	3.00	6	Sill and casting	2d finger of left hand	Slightly cut	740
Time	2.20	2.20	6	Sill and casting	Left 2d and 3d fingers	Cut	741
Time	1.00	1.00	7	Automatic cover	Eye	Foreign body	742
Time	4.00		7	Fell from ladder	Tip of finger	Slightly cut	743
Time	1.61	1.61	7	Truck	4th finger, right hand	Nail torn off	744
Time	3.25	3.25	7	Piece of steel	Right eye	Piece of steel	745
Time	2.33	2.33	6	Silicate of soda	Right foot	Slight contusion	746
Piece	3.00	3.00	6	Steel or sand	Left index finger	Bruised	747
Piece	3.50	3.50	6	Truck frame	Nose	Broken	748
Time	3.00	3.00	6	Well drill	Forearm	Fractured	749
Time	3.00		6	Iron flask	Left great toe	Mashed	750



## ACCIDENTS REPORTED FROM JULY 4, 1913, TO JANUARY 1, 1914, SHOWING IN WAGES OF

Accident number	Date of accident	Returned to work	Week day of accident	Hour of day	Began work	Sex	Age	Married or single	Language spoken	Occupation when injured	Length of experience in this occupation	Was it regular occupation
751	11-10-13	11-18-13	M	10:00am	7:00am	M	20	M	Eng	Not given	4 months	Yes
752	11-11-13	11-11-13	M	7:30am	7:00am	M	20	S	Eng	Helper	2 months	Yes
753	11-10-13	11-20-13	M	2:15pm	7:00am	M	58	M	Eng	Trucker	2 years	Yes
754	11-10-13	11-17-13	M	3:00pm	7:00am	M	20	S	Eng	Bottle helper	2 years	Yes
755	11-10-13	12-8-13	M	10:30pm	6:15pm	M	27	S	Eng	Shop hand	2 months	Yes
756	11-10-13	11-25-13	M	11:00am	7:00am	M	21	S	Arm	Laborer	1½ months	Yes
757	11-10-13	11-21-13	M	3:00am	9:00pm	M	29	S	Ital	Crane follower	4 months	Yes
758	11-10-13	12-8-13	M	4:00am	6:00pm	M	26	M	Eng	Annealing oven tender	2 months	Yes
759	11-10-13	11-17-13	M	9:30am	7:00am	M	35	S	Russ	Crane follower	2 months	Yes
760	11-11-13	1-5-14	Tu	11:00am	7:00am	M	37	M	Eng	Crane follower	2 months	Yes
761	11-11-13	11-14-13	Tu		7:00am	M	28	M	Eng	Core maker	1 month	Yes
762	11-11-13	11-16-13	Tu		6:00pm	M	47	M	Eng	Moulder	1 year	Yes
763	11-11-13	11-11-13	Tu			M	15	S	Eng	Helper		
764	11-11-13	11-13-13	Tu	4:00pm	7:00am	M	40	M	Eng	Laborer	2 years	Yes
765	11-11-13	11-24-13	M	4:30pm	7:30am	M	31	S	Eng	Beveler	1 year	Yes
766	11-11-13	11-14-13	Tu	2:30pm	7:00am	M	30	M	Eng	Trucker	1 year	Yes
767	11-11-13	11-12-13	Tu	8:00am	7:00am	M	40	M	Eng	Box factory helper	1 year	Yes
768	11-11-13	11-24-13	Tu	9:30am	7:00am	M	23	M	Eng	Press helper	2½ months	No
769	11-11-13	11-19-13	Tu		7:00am	M	28	S	Eng	Carpenter helper	4 months	Yes
770	11-12-13	12-15-13	W	9:50am	6:45am	M	20	S	Eng	Car man	2 months	Yes
771	11-12-13	12-30-13	W	10:15am	8:30am	M	31	S	Eng	Crane follower	2 hours	Yes
772	11-12-13	11-13-13	W	2:00am	6:00pm	M	32	S	Arm	Crane man	1 week	Yes
773	11-12-13	11-18-13	W	1:00pm	7:30am	M	30	M	Russ	Breaker and loader	1 week	Yes
774	11-12-13	11-19-13	W	3:00pm	7:00am	M	26	M	Eng	Auto truck helper	4 months	Yes
775	11-12-13	11-19-13	W	6:15am	9:00pm	M	21	S	Eng	Shop man	6 months	Yes
776	11-12-13	11-14-13	W	4:30pm	7:00am	M	26	M	Eng	Chipper	2 months	Yes
777	11-13-13	11-19-13	Th	6:00am	6:00pm	M	24	S	Eng	Pressman	4 years	Yes
778	11-13-13		Th	3:30pm	8:00am	M		S	Eng	Rigger	6 years	Yes
779	11-13-13	11-13-13	Th	8:30pm	6:30pm	M	30	M	Eng	Night watchman	6 months	Yes
780	11-13-13		Th	12:30pm	7:30am	M						
781	11-13-13		Th	10:00am	7:00am	M	31	S	Arm	Laborer	6 months	Yes
782	11-13-13		Th		7:00am	M	27	S	Arm	Chain man	4 months	Yes
783	11-13-13	11-14-13	Th	9:30pm	6:00pm	M	27	M	Aus	Chipper	8 months	Yes
784	11-12-13	11-12-13	W	9:30am	8:00am	M	31	M	Eng	Lineman	11 years	Yes
785	11-13-13	11-18-13	Th	3:00pm	7:00am	M	26	S	Eng	Trucker	2 weeks	Yes
786	11-13-13	11-19-13	Th	1:00pm	6:00am	M	27	S	Eng	Handling hay	10 years	Yes
787	11-13-13	11-20-13	Th			M	23		Eng		3 months	
788	11-15-13	11-15-13	Sa			M			Eng		6 months	
789	11-13-13		Th	10:00am	7:00am	M	25	S	Col	Coal and ash hauler	3 months	Yes
790	11-13-13	12-1-13	Th	2:00pm	7:00am	M	26	S	Grk	Chain man	3 years	Yes
791	11-12-13	12-8-13	W	7:45am		M	33	M	Eng	Carpenter		
792	11-14-13	11-19-13	F	2:00pm	7:00am	M		S	Eng	Track work		Yes
793	11-14-13	11-15-13	F	3:00pm	7:00am	M	31	M	Eng	Structural worker	2 years	Yes
794	11-14-13	11-14-13	F	2:00pm	7:00am	M	34	M	Eng	Kettle fireman	5 years	Yes
795	11-14-13	11-14-13	F	11:00am	7:00am	M	22	S	Eng	Spouter		Yes
796	11-14-13	11-14-13	F	9:30am	7:00am	M	17	S	Eng	Structural appr.	1 year	Yes
797	11-14-13	11-18-13	F	7:30pm	12:00m	M	37	M	Eng	Conductor and brakeman	17 years	Yes
798	11-14-13	11-21-13	F	2:30pm	7:00am	M	27	S	Eng	Switchman	9 months	Yes
799	11-14-13	11-26-13	F		1:30pm	M	27	M	Eng	Machinist helper	11 months	Yes
800	11-14-13	12-8-13	F	11:00am	7:30am	M	34	M	Eng	Button cutter	Sev'rl yrs.	Yes
										Loader		Yes

<sup>81</sup>Was scuffling with driver on dray.

<sup>82</sup>Have not heard of employee's whereabouts since 11-22-13.

<sup>83</sup>Death.

## DETAIL TIME, CAUSE AND EXTENT OF INJURY, SEX, AGE, EXPERIENCE AND INJURED—CONTINUED.

Piece or time work	Average wage per day	Wages upon returning to work	Working days per week	Machine or tool causing injury	Part of person injured	Nature of injury	Accident number
Time	2.00	2.00	6	Pulley	Left arm	Sprained	751
Time	2.00	2.00	6	Chip	Eye	Injured	752
Piece	2.75	2.75	6	Tire pile	Back	Strained	753
Time	2.50	2.50	6	Car door	Forehead	Cut	754
			NI		Right hand	Crushed	
Time	2.40	2.40	6	Casting	1st and 2d toes, left foot	Badly crushed	755
Time	2.00	2.00	6	Electric truck	Right leg	Bruised and cut	756
Time	2.30	2.30	6	Crane	Left index finger	Lacerated	757
Time	2.40	2.40	6	Misstep	Left ankle	Sprained	758
Time	2.00	2.00	6	Piece of steel	Right hand	Cut	759
Piece	3.50	3.50	6	Bolster	Right foot	Bad bruise	760
Piece	3.00	3.00	6	Primary cause not known	Right eye	Infection	761
Piece	3.00	3.00	6	Cause not known	Umbilicus	Slight protusion	762
Time	.95	.95	6	Splinter	Finger	Festered wound	763
Piece	2.50	2.50	6	Fell from ladder	9th rib, right side	Bruised	764
Time	2.00	2.00	6	Polishing wheel	Arm and limbs	Scratched	765
Piece	3.00	3.00	6	Tire sprocket	Right forearm	Cut	766
Time	2.50	2.50	6	Saw	Right hand thumb	Cut	767
Piece	3.50	3.50	6	Electric crane	2d finger, right hand	Lacerated	768
Time	2.40	2.40	6	Cause not known	Left eye	Infection	769
Time	2.175	2.175	6	Coupling pin	Great and 2d toe	Mashed	770
Piece	3.00	3.00	6	Truck frame	Right leg	Severe bruise	771
Time	2.20	2.20	6	Steel casting	Right hand	Punctured	772
Piece	3.50	3.50	6	Rock	Left foot	Strained	773
Time	2.50	2.50	6	Piece of steel	Right hand	Cut	774
			NI				
Piece	3.50	3.50	6	Block on press	Right foot	Crushed and bruised	775
Piece	3.00	3.00	6	Air hammer	Nose	Bruised	776
Time	3.75	3.75	6	Rotary press hydraulic jack	Thumb & 3d finger, right hand	Flesh torn open	777
Time	3.50	3.50	6	Blow torch	Face and both arms from hands to elbow	Burned	778
Time	2.00	2.00	7	Plate glass	Back of right hand	Cut about 1½ inches	779
Time	2.50		6	Fell from wagon	Arm	Broken <sup>81</sup>	780
Time	2.20		6	Brick	Left great toe	Severe contusion	781
Time	2.20		6	Cause not known	Right eye	Infection	782
Piece	2.50	2.50	6	Truck frame	Left foot	Contusion	783
Time	4.50	4.50	6	Motorcycle	Knee and thumb	Bruised	784
Time	1.90	1.90	6	Truck car	Right index finger	Lacerated	785
Time	1.75	1.75	6	Hay hook	Knee cap	Scratched	786
Time	2.00	2.00	6	Emery wheel	Eye	Foreign body	787
Time	2.00	2.00	6	Jointer	End of third finger	Cut	788
Time	2.25		7	Fell from iron ladder	Neck	Broken <sup>82</sup>	789
Time	2.50	2.50	6	Hook and chain	Left eye	Slight laceration	790
Time	4.50	4.50	6	Ladder	8th and 9th ribs	Injured	791
Time	2.25	2.25	6	Rail	1st, 2d and 4th fingers	Cut and bruised	792
Time	2.50	2.50	6	Stepped on steel	Right foot	Cut	793
Time	2.75	2.75	6	Falling beam	Right wrist	Bruised	794
Piece	3.00	3.00	6	Mixing blade	1st finger on right hand	Bruised	795
Time	1.60	1.60	6	Piece of filing	Eye	Slightly injured	796
Time	4.00	4.00	7	Stepped on nail	Left foot	Punctured	797
Time	2.00	2.00	6	Block of marble	Great toe on right foot	Injured	798
Piece	3.00	3.00	5½	Cutting machine	Left first finger	Cut	799
Piece	3.50	3.50	6	Piece of rock	Left ankle	Strained	800



## ACCIDENTS REPORTED FROM JULY 4, 1913, TO JANUARY 1, 1914, SHOWING IN WAGES OF

Accident number	Date of accident	Returned to work	Week day of accident	Hour of day	Began work	Sex	Age	Married or single	Language spoken	Occupation when injured	Length of experience in this occupation	Was it regular occupation
801	11-14-13	11-16-13	F	2:00pm	7:00am	M	25	M	Eng	Packing clerk	1 month	Yes
802	11-14-13	12-8-13	F	1:30pm	7:00am	M	18	S	Eng	Painter	3 years	Yes
803	11-14-13	11-20-13	F	4:30pm	7:00am	M	25	S	Rou	Press hand	1 week	Yes
804	11-14-13	11-20-13	F	4:00pm	7:00am	M	19	S	Ger	Crane follower	3 months	Yes
805	11-15-13	11-29-13	Sa	10:00am	7:00am	M	50	M	Eng	Blacksmith	25 years	Yes
806	11-15-13		Sa	4:00pm	8:00am	M	40	M	Eng	Brewer	3 years	Yes
807	11-15-13	11-24-13	Sa	9:00am	8:00am	M	22	M	Eng	Fitter	8 months	Yes
808	11-16-13	12-8-13	Su	10:30am	7:00am	M	32	M	Eng	Core puller	4 years	Yes
809	11-16-13	11-21-13	Su	7:55am	7:00am	M	30	M	Eng	Chief engineer	12 years	Yes
810	11-17-13	11-19-13	M	9:20am		M	22	S	Eng	Brick layer		Yes
811	11-17-13		M	9:30am	7:00am	M	56	W		Chipping	7 months	Yes
812	11-17-13		M	3:30pm	7:30am	M	25	M	Eng	Molder	10 years	Yes
813	11-17-13	11-17-13	M	11:00am	4:00am	M	30	S	Eng	Watchm'n of ldry machin'y	3 years	Yes
814	12-6-13		F	4:00pm	8:00am	M	30	M	Eng	Molder	2 years	Yes
815	11-17-13	11-25-13	M	7:15am	7:00am	M	35	M	Eng	Teamster	8 years	Yes
816	11-17-13	1-19-14	M	3:30pm	7:00am	M	24	S	Eng	Filler	2 months	Yes
817	11-17-13	11-18-13	M	8:30pm	8:00am	M	30	S	Eng	Operating eng.	5 years	No
818	11-17-13	12-1-13	M	4:00pm	7:00am	M		S	Eng	Asst. shipper	1 year	Yes
819	11-17-13	12-1-13	M	9:00am	7:00am	M	37	S	Belg	Coke unloader	4 months	Yes
820	11-17-13	11-21-13	M	3:00pm	7:30am	M	22	M	Eng	Driver	4 years	Yes
821	11-17-13	11-18-13	M	3:00pm	6:45am	M	26	M	Eng	Laborer	1 week	Yes
822	11-17-13	11-20-13	M	3:30pm	7:00am	M	18	S	Eng	Machine operator	2 months	Yes
823	11-17-13	11-18-13	M	1:30pm	7:00am	M	20	M	Eng	Driver	3 years	Yes
824	11-17-13	11-19-13	M	7:30am	7:00am	M	44	M	Eng	Driver	4 years	Yes
825	11-19-13	11-19-13	W	11:00am	7:00am	M	28	M	Eng	Installer	5½ months	Yes
826	11-18-13		Tu	5:15pm	7:00am	M	40	M	Eng	Teamster	1½ years	Yes
827	11-18-13	1-12-14	Tu		7:00am	M	31	M	Eng	Riveter	2 years	Yes
828	11-18-13		Tu	4:00pm	7:00am	M	22	S	Grk	Laborer	2 months	Yes
829	11-18-13	12-2-13	Tu	2:20pm	7:30am	M	29	M	Eng	Pipe fitter	12 years	Yes
830	11-18-13	11-27-13	Tu	1:30am	6:00pm	M	37	M	Arm	Laborer	4 months	Yes
831	11-18-13	12-1-13	W	5:00pm	7:00am	M	30	S	Arm	Furnace helper	2 months	Yes
832	11-18-13	11-24-13	W	2:10pm	11:30am	M	24	S	Ital	Trucker	2 months	Yes
833	11-18-13	11-18-13	Tu	2:00pm	7:00am	M	35	S	Arm	Crane follower	18 months	Yes
834	11-18-13	11-21-13	Tu	2:00pm	7:00am	M	25	M	Eng	Foreman	18 months	Yes
835	11-19-13	11-19-13	W	3:30pm		M	30	M	Eng	Machine operator	4 years	Yes
836	11-19-13	11-24-13	W	12:00pm	7:00am	M	28	S	Eng	Machinist	3 years	Yes
837	11-19-13	11-23-13	W	7:30am	7:00am	M	19	S	Grk	Chain man	4 months	Yes
838	11-20-13		Th	2:00pm	7:00am	M	45	M	Eng	Lineman	5 months	Yes
839	11-20-13	12-1-13	Th	3:00pm		M	19	S	Eng	Butcher		Yes
840	11-20-13	12-1-13	Th		7:00am	M	17	S	Eng	Lard filler	2 months	Yes
841	11-20-13	11-20-13	Th		7:00am	M	19	M	Eng	Mill man		Yes
842	11-20-13	11-28-13	Th	4:00pm	7:00am	M	30	M	Eng	Molder hand	4 months	Yes
843	11-20-13	11-26-13	Th	11:30am	7:00am	M	27	S	Arm	Assembler	6 months	Yes
844	11-20-13	12-8-13	Th	10:00am	7:00am	M	29	S	Rou	Sand blaster	8 months	Yes
845	11-20-13	11-24-13	Th	9:00am	7:00am	M	23	S	Eng	Chipper	6 weeks	Yes
846	11-20-13	12-8-13	Th	9:30pm	6:15pm	M	28	M	Eng	Handyman	2 years	Yes
847	11-21-13		F	10:30pm	6:00pm	M	17	S	Eng	Laborer	6 months	No
848	11-21-13		F	2:15pm		M	45	M	Eng	Teamster		Yes
849	11-21-13		F	3:00pm	7:00am	M	44	M	Eng	Laborer	18 months	Yes
850	11-21-13	12-13-13	F	3:00am	7:00pm	M	18	S	Eng	Firing boiler	Ab't 2 yrs	Yes

\*Several stitches taken.

\*\*Taken to hospital.

\*\*Taken to hospital.

\*\*Will not return to work for this company as force has been reduced.

\*\*Left the city.

\*\*Injured's time expired same day of accident; will not return to work for this company.

## DETAIL TIME, CAUSE AND EXTENT OF INJURY, SEX, AGE, EXPERIENCE AND INJURED—CONTINUED.

Piece or time work	Average wage per day	Wages upon returning to work	Working days per week	Machine or tool causing injury	Part of person injured	Nature of injury	Accident number
Time	1.75	1.75	5½	Nail	Left hand	Cut	801
Time	2.00	2.00	6	Truck	Knuckle	Injured	802
Piece	2.50	2.50	6	Needle beam	Both knees	Contused	803
Time	2.20	2.20	6	Crane	Head	Cut very bad <sup>94</sup>	804
Time	4.00	4.00	6	Piece of channel iron	Thumb	Bruised	805
Time	3.50		6	Ladder	Leg above ankle	Broken	806
Time	2.50	2.50	6	Hammer	Left thumb	Nail loosened	807
Time	2.25	2.25	6	Block car	Left instep	Bruised	808
Time	5.00	5.00	7	Steam pipe	Right wrist	Burned	809
Time	5.60	5.60	6	Derrick brace	Hip	Bruised	810
Time	1.85		6	Casting	Right great toe	Bruised	811
Piece	3.50	3.50	6	Hot metal	Foot	Burned	812
Time	2.00	1.33	6½	Power washer	3d and 4th left hand fingers	First flanges cut off	813
Time	3.00		6	Hot iron	Foot	Burned	814
Time	2.60	2.60	6	Dray	Muscles of right arm	Strained	815
Time	2.25		6	Fire	Both hands and face	Burned <sup>95</sup>	816
Time	4.32	4.32		Meter	Left 1st, 2d, 3d fingers, thumb	Burned	817
Time	1.50	1.50	6	Table saw	Small right hand finger	Severed	818
Piece	2.00	2.00	6	Fell	Back	Bruised	819
Time	2.25	2.25	6	Block car	Left instep	Bruised	820
Time	2.25	2.25	6	Roller	Right thumb	Mashed	821
Time	1.75		6	Emery wheel	Thumb of left hand	Fleshy part cut	822
Time	2.50	2.50	6	Cake of ice	Right wrist	Sprained	823
Time	2.50		6	Slipped	Back	Sprained	824
Time	2.75	1.75	6	Wire	Eye	Cut	825
Time	4.50		6	Falling lumber	Left arm	Broken	826
Piece	4.50	4.50	6	Under frame	Side	Bruised	827
Time	2.00		6	Castings	Elbow, forehead above eye	Bruised	828
Time	2.50	2.25	6	Overcome by gas	Left foot	Bruised	829
Piece	2.00	2.00	6	Yokes	Unconscious for ten hours		830
Time	2.20	2.20	6	Bar	Shoulder	Bruised	831
Piece	3.00	3.00	6	Electric motor tank	2 ribs on left side	Fractured	832
Piece	2.20	2.20	6	Crane chain	Left foot	Slightly bruised	833
Time	3.50	3.50	6	Electric crane	Left arm	Laceration	834
	2.90			Drill press	Crown of head	Contused wound	835
Time	3.25	3.25	6	Boring mill	Right side of face	Cut	836
Time	2.20	2.20	6	Crane chain	Great toe	Bruised	837
Time	4.00		6	Fell from pole	Forehead over right eye	Bruised	838
Time	1.75	1.75	6	Knife	Extent of injuries unknown	Severe shock	839
Time	1.50	1.50	6	Wood sliver	Thumb on left hand	Cut	840
Time	2.00	2.00	6	Shovel	Left hand finger	Pierced flesh	841
Time	2.25	2.25	6	Pulley machine	Left hand	Inflamed	842
Piece	3.00	3.00	6	Electric crane	Right eye lid	Cut	843
Piece	3.00	3.00	6	Crane	Right hand	Severe bruise	844
Piece	3.00	3.00	6	Casting	Right little finger	Severe laceration	845
Piece	2.50	2.50	6	Sill end casting	Right index finger	Contusion	846
Time	1.80		6	Pipe wrench	Right hip	Bruised	847
Time	2.50		6	Sand mill	2 middle fingers on left hand	Flesh ground from back of hand	848
Time	2.25		6	Wooden post	Scalp	Wounded	849
Time	2.25		6	Emery wheel	Eye	Slight injury	850
Time	2.25	2.25	7	Gasoline explosion	Neck, face and hands	Burned	850



## ACCIDENTS REPORTED FROM JULY 4, 1913, TO JANUARY 1, 1914, SHOWING IN WAGES OF

Accident number	Date of accident	Returned to work	Week day of accident	Hour of day	Began work	Sex	Age	Married or single	Language spoken	Occupation when injured	Length of experience in this occupation	Was it regular occupation
851	11-21-13	11-22-13	F	6:30pm	5:45pm	M	45	M	Eng	Die setter	1 year	Yes
852	11-21-13	11-24-13	F	2:45am	6:15pm	M	18	S	Eng	Turret lathe hand	2 months	Yes
853	11-21-13	11-22-13	F		7:00am	M	22	M		Grinder	2 months	Yes
854	11-21-13	12-1-13	F	12:00m	7:00am	F	45	S	Eng	Helper	6 weeks	Yes
855	11-21-13	11-21-13	F	10:30am	7:00am	M	65	M	Eng	Laborer	7 months	No
856	11-21-13	11-24-13	F	1:00pm	8:00am	M	16	S	Eng	Pattern apprentice	1½ years	Yes
857	11-21-13	12-11-13	F	11:25am	7:00am	M	29	M	Eng	Carpenter	7 months	Yes
858	11-21-13	12-1-13	F	11:00am	7:00am	M	52	S	Eng	Store room helper	2 years	Yes
859	11-21-13	12-15-13	F	3:15pm	7:00am	M	30	S	Arm	Ladle follower	5 months	Yes
860	11-21-13	12-16-13	F	3:00pm	7:00am	M	25	S	Eng	Riveter helper	8 months	Yes
861	11-22-13	12-31-13	Sa	8:00am	7:00am	M	44	M	Eng	Laborer	1 week	Yes
862	11-22-13	11-24-13	Sa	11:15am	7:00am	M	23	S	Arm	Molder helper	11 months	Yes
863	11-22-13	11-28-13	Sa	3:00am	6:00pm	M	33	S	Arm	Chain man	3 months	Yes
864	11-22-13	12-16-13	Sa	4:00pm	7:00am	M	44	M	Eng	Finisher	2 years	No
865	11-26-13	12-16-13	W	8:30am	7:00am	M	37	S	Eng	Reamer helper		No
866	11-24-13	101	M	4:30pm	7:00am	M	25	M	Eng	Mechanic	6 years	Yes
867	11-24-13	11-26-13	M	10:00am	7:00am	M	21	S	Eng	Butcher	4 years	Yes
868	11-24-13		M	3:00pm	7:00am	M	30	M	Eng	Foreman		
869	11-24-13	12-9-13	M	8:10pm	6:15pm	M	28	M	Eng	Press operator	6 months	Yes
870	11-24-13	11-24-13	M	3:00pm	7:00am	M	24	S	Eng	Packing bottles	3 years	Yes
871	11-24-13	12-1-13	M	9:00am	7:00am	M	41	M	Eng	Bridge foreman	16 years	Yes
872	11-24-13	11-27-13	M	10:00am	7:00am	M	18	S	Eng	Laborer	4 weeks	Yes
873	11-24-13	11-28-13	M	5:00pm	7:00am	M	31	M	Eng	Laborer	1 day	Yes
874	11-24-13	11-29-13	M	4:00pm	7:00am	M		M	Grk	Laborer		Yes
875	11-24-13	12-1-13	M	4:30pm	7:00am	M	36	M	Eng	Mechanic	6 years	Yes
876	11-24-13	11-24-13	M	10:30am	7:00am	M	26	M	Eng	Trucker		Yes
877	11-25-13	11-26-13	Tu	10:30pm	7:00am	M	33	M	Eng	Carpenter	4 years	Yes
878	11-28-13		Tu	3:45pm	7:00am	M	24	M	Eng	Laborer	4 months	Yes
879	11-25-13	11-28-13	Tu	4:00pm	7:00am	M	25	S	Eng	Reamer	1 year	Yes
880	11-25-13	12-10-13	Tu	1:30pm	7:00am	M	22	M		Painter	3 months	Yes
881	11-25-13	11-25-13	Tu	10:00am	7:00am	M	28	S	Eng	Bottle packer	2 years	Yes
882	11-25-13	11-25-13	Tu	10:00am	7:00am	M		M	Eng	Machinist	Unknown	Yes
883	11-25-13	12-1-13	Tu	4:15pm	7:00am	M	23	S	Eng	Box maker	6 months	Yes
884	11-25-13	12-2-13	Tu	5:00pm	7:00am	M	22	M	Eng	Lineman	4 years	Yes
885	11-25-13	11-29-13	Tu	11:20am	7:00am	M	27	M	Eng	Press helper	4 hours	No
886	11-25-13	12-3-13	W	10:00am	2:00pm	M	33	M	Arm	Molder	5 months	Yes
887	11-26-13	12-8-13	W	5:00pm	7:00am	F	16	S	Eng	Press operator	3 days	Yes
888	11-26-13	12-8-13	W	4:00pm	7:35am	M	40	M	Eng	Machinist	3 years	Yes
889	11-26-13		W	3:15pm		M		M	Eng	Shipping clerk	7 months	Yes
890	11-26-13	1-12-14	W	9:15am	7:00am	M	24	S	Eng	Press helper	4 weeks	Yes
891	11-26-13		W	12:55pm	7:00am	M	29	S	Eng	Reamer	4 months	Yes
892	11-26-13	103	W	10:30am	7:00am	M	21	S	Eng	Assembler	1 month	Yes
893	11-26-13		W	11:30am	7:00am	M	43	M	Eng	Carpenter	10 years	Yes
894	11-26-13	11-26-13	W	10:30am	7:00am	M	22	M	Eng	Bottle labeler		Yes
895	11-27-13	12-1-13	Th	10:00am	7:00am	M	26	M	Eng	Tile setter	4 years	Yes
896	11-27-13	11-28-13	Th	2:30am	6:15pm	M	23	M	Eng	Plumber		Yes
897	11-27-13	11-28-13	Th	4:45pm	7:00am	M	42	M	Arm	Laborer	5 months	Yes
898	11-28-13	12-22-13	F	9:00am	7:00am	M	30	S	Eng	Block loader	2 months	Yes
899	11-28-13	12-4-13	F	1:30pm	7:00am	F	19	S	Eng	Gluer	8 months	Yes
900	11-28-13	12-8-13	F	4:30pm	7:30am	M	33	M	Eng	Mill hand	2 years	Yes

100Injured attempted to enter elevator when gates closed down.

101Injured claims some permanent physical injury; brought suit against company for \$25,000.

102One stitch taken.

103Did not return to work for this company; think he has left state.

104Severe electric shock.

## DETAIL TIME, CAUSE AND EXTENT OF INJURY, SEX, AGE, EXPERIENCE AND INJURED—CONTINUED.

Piece or time work	Average wage per day	Wages upon returning to work	Working days per week	Machine or tool causing injury	Part of person injured	Nature of injury	Accident number
Time	3.75	3.75	6	Crane	Right arm	Contusion	851
Time	2.00	2.00	6	Bar of iron	Fingers on right hand	Lacerated	852
Time	1.85	1.85	6	Emery wheel	Left eye	Foreign body	853
Time	1.00	1.00	6	Automatic gate	Back and neck	Bruised <sup>100</sup>	854
Time	2.00	2.00	6	Iron bar	Scalp	Slightly wounded	855
Time	.90	.90	6	Wood planer	Thumb on left hand	Cut	856
Time	3.00	3.00	6	Jointer	Left 2d and 3d fingers	Cut and lacerated	857
Time	2.00	2.00	6	Lifting brake beams	Right wrist	Wrenched	858
Time	2.30	2.30	6	Plate mold	Left foot	Secondary burn	859
Piece	4.50	4.50	6	Hot rivet	Ball of left foot	Burned	860
Time	2.50	2.50	6	Hook handle	Rib	Slightly fractured	861
Piece	3.00	3.00	6	Flask	Right thumb	Fractured	862
Time	2.20	2.20	6	Electric crane	Left thumb	Contusion	863
Piece	3.50	3.50	6	Electric crane	Right hand	Fractured	864
Time	2.50	2.50	6	Hammer	Right eye	Injured	865
Time	2.25		6	Manhand boiler cover	Brain	Hemorrhage	
Time	2.75	2.75	6	Knife	Right temple bone	Small cut	866
Time	2.90		6	Rip saw	Palm of left hand	Cut	867
Both	5.00	5.00	6	Press	Tip of 1st right hand finger	Cut off	868
Time	2.50	2.50	6	Broken bottle	Left thumb	Bruised and lacerated	869
Time	2.66	2.66	7	Hot tar	Right hand thumb	Slightly cut	870
Time	1.50	1.50	6	Kettle	Face	Slightly burned	871
Time	2.00	2.00	6	Board	Left arm	Burned	872
Time	2.25	2.25	6	Rail and roller	Lip	Cut	873
Time	3.00	3.00	6	Boiler cover	Right little finger	Bruised	874
Time	1.50	1.50	5½	Truck	Upper left part of head	Scalp wound 1½ inches long	875
Time	2.80	2.80	6	Ladder	Right hand	Bruised	876
Time	2.00		6	Clay elevator	Ankle	Slightly strained	877
Piece	3.00	3.00	6	Air reamer	Right temple, arms, abdomen	Bruised	878
Piece	2.25	1.85	6	Baler	Right eye	Steel in eye	879
Time	2.50	2.50	6	Broken bottle	Right foot	Muscles sprained	880
Time	3.50	3.50	6	Cotter key	Right hand thumb	Slightly cut	881
Time	2.25	2.25	6	Electric motor	Right eye	Inflamed	882
Time	3.50	3.50	6	Ax	Abdomen	Severe blow	883
Piece	3.00	3.00	6	Truck frame	Right hand, 2d knuckle	Cut 1 inch long <sup>102</sup>	884
Piece	2.50	2.50	6	Electric crane	Right wrist	Abrasion	885
Time	4.00	4.00	6	Electric crane	Right third finger	Contused	886
Piece	1.25	1.25	5½	Punch press	Little finger of right hand	Severely lacerated and bone broken	887
Time	3.42	3.42	6	Hand reamer	Left eyeball	Cut	888
Time	2.25		6	Nail	Right hand	Flesh wound	889
Piece	2.50	2.50	6	Hydraulic press	5th right finger	Fractured	890
Piece	4.00	4.00	6	Air reamer	Left arm	Fractured	
Piece	3.00		6	Electric crane	3d finger, left hand	End of finger amputated	891
Time	4.20	4.20	6	Electric wire	Left index finger	Cut	892
Time	2.50	2.50	6	Broken bottle	Head	Lacerated <sup>104</sup>	
Piece	3.00	3.00	6	Push car	Both hands	Burned	893
Time	2.60	2.60	6	Hydraulic press	Left hand thumb	Slightly cut	894
Time	2.00	2.00	6	Casting	Fingers	Bruised and lacerated	895
Time	2.25	2.25	6	Kiln car	Left thumb	Bruised	896
Time	1.00	1.00	7	Automatic wrapper	Forehead	Contused	897
Time	2.50	2.50	6	Rip saw	Right instep	Bruised	898
					2d finger on right hand	Bruised	899
					Right arm below elbow	Bruised	900



# ACCIDENTS REPORTED FROM JULY 4, 1913, TO JANUARY 1, 1914, SHOWING IN WAGES OF

Accident number	Date of accident	Returned to work	Week day of accident	Hour of day	Began work	Sex	Age	Married or single	Language spoken	Occupation when injured	Length of experience in this occupation	Was it regular occupation
901	11-28-13	12-2-13	F	4:15pm	7:00am	M	33	S	Eng	Reamer	6 months	Yes
902	11-28-13	11-28-13	F	3:00pm	7:30am	M	43	M	Eng	Breaker and loader		Yes
903	11-28-13	12-6-13	F	11:45am	7:00am	M	17	S	Eng	Glazier	1 month	Yes
904	11-28-13	11-28-13	F	9:00am	7:00am	M	33	M	Eng	Carpenter helper		No
905	11-28-13	11-28-13	F	4:30pm	7:00am	M	25	S	Grk	Track laborer	2 months	Yes
906	11-28-13	100	F	1:30pm	7:00am	M	56	M	Eng	Ripper	15 years	Yes
907	11-28-13	12-13-13	F	3:30pm	7:00am	M	41	M	Eng	Sander <sup>107</sup>	7 years	No
908	11-28-13	12-4-13	F	8:30pm	6:15pm	M	34	S	Eng	Press hand	3 weeks	Yes
909	11-29-13	12-8-13	Sa	11:45pm	7:00am	M	31	M	Eng	Machine operator	3 years	Yes
910	11-29-13	12-9-13	Sa	2:00pm	7:00am	M	22	S	Mon	Laborer	3 months	Yes
911	11-29-13	12-15-13	Sa	4:45pm	7:00am	M			Eng	Teamster	Unknown	Yes
912	11-29-13	1-12-14	Sa	9:35am	7:00am	M	41	M	Eng	Riveter	2 years	Yes
913	11-29-13	11-29-13	Sa	5:15pm	7:00am	M	22	S	Eng	Stock clerk	1 year	Yes
914	11-29-13	12-5-13	Sa	9:45am	7:00am	M	22	S	Eng	Blacksmith helper	7 weeks	Yes
915	11-30-13	12-31-13	Su	10:00am	7:00am	M	27	S	Eng	Repair man	18 months	Yes
916	11-29-13	12-2-13	Sa	8:30am	7:00am	M	29	M	Eng	Press man	4 months	Yes
917	11-30-13		Su	5:00am	5:30pm	M	27	M	Eng	Crane follower	2 months	Yes
918	12-1-13	12-8-13	M	10:00am	7:00am	M	19	S	Eng	Butcher	3 years	Yes
919	12-1-13	12-15-13	M	1:25pm	7:00am	M	34	M	Eng	Grinder	6 years	Yes
920	12-1-13	12-22-13	M	1:30pm	7:00am	M		M	Eng	Erector	8 weeks	No
921	11-14-13	11-14-13	F	3:00pm	8:00am	M	68	M	Eng	Janitor	4 years	Yes
922	12-1-13		M	3:00pm	7:00am	M		M	Eng	Machinist	8 months	Yes
923	12-1-13	12-22-13	M	10:00am	7:00am	M	43	S	Eng	Steel yard man	6 days	Yes
924	12-1-13		M	1:00pm	7:00am	M	42	S	Eng	Shop hand	6 months	Yes
925	12-1-13	12-8-13	M	3:29pm	7:00am	M	25	S	Eng	Crane operator	1 year	Yes
926	12-1-13	12-2-13	M	3:20pm	7:00am	M	42	S	Eng	Matcher	15 years	Yes
927	12-1-13	12-1-13	M	4:00pm		M	45	M	Eng	Groundman	2 years	Yes
928	12-1-13	12-9-13	M	9:30am	8:00am	M	19	S	Eng	Private branch exchange operator	2 months	Yes
929	12-2-13	12-8-13	Tu	5:30am	6:00pm	M	32	M	Eng	Planer operator		Yes
930	12-2-13	12-10-13	Tu	7:30am	7:00am	M	52	M	Eng	Assembler	3 years	Yes
931	12-2-13	12-4-13	Tu	8:00am	7:00am	M	24	M	Eng	Machine operator	1 year	Yes
932	12-2-13	12-4-13	Tu	1:15pm	7:30am	M	20	S	Eng	Meter helper	14 months	Yes
933	12-2-13	12-3-13	Tu	3:00pm		M	27	M	Eng	Assembling separators	6 months	Yes
934	12-2-13	12-2-13	Tu	1:00pm	7:00am	M	27	S	Eng	Loading foreman	14 months	Yes
935	12-3-13	12-26-13	W	4:45pm	7:00am	M	29	M	Eng	Machinist	5 months	Yes
936	12-3-13	12-8-13	Tu	1:30pm	7:00am	M	33	M	Eng	Painter	5 years	Yes
937	12-3-13	12-16-13	W	3:00pm	7:00am	M	21	S	Eng	Bucker	4 months	Yes
938	12-3-13	12-5-13	W	5:00pm	7:00am	M	48	M	Eng	Offer	9 months	Yes
939	12-3-13	12-8-13	W	9:00am	7:30am	M	29	M	Eng	Foreman	2 1/2 years	Yes
940	12-3-13	12-3-13	W	9:00am	7:00am	M	34	M	Eng	Kills loader		Yes
941	12-3-13	12-3-13	W	3:00pm	7:00am	M	27	M	Eng	Machine hand	9 months	Yes
942	12-3-13	12-3-13	W	11:00am	7:00am	M	21	S	Eng	Washing bottles	9 months	Yes
943	12-3-13	12-3-13	W	11:50am	7:00am	M	21	S	Eng	Labeling bottles	1 year	Yes
944	12-3-13	12-3-13	W	1:00pm	7:00am	M	35	M	Eng	Laborer	3 1/2 months	Yes
945	12-4-13	12-7-13	Th	10:00am	7:00am	M	24	S	Eng	Machinist	1 week	Yes
946	12-4-13	12-21-13	Th	10:30am	7:30am	M	25	S	Eng	Teamster	7 months	Yes
947	12-4-13		Th	6:30am		M	24	M	Eng	Miller	3 1/2 years	Yes
948	12-4-13		Th	9:00am	7:00am	M	22	S	Eng	Inspector	1 month	Yes
949	12-4-13	12-10-13	Th	11:00am	7:00am	M	27	S	Arm	Laborer	3 months	Yes
950	12-4-13	12-9-13	Th	4:00pm	7:00am	M	40	M		Blacksmith	6 years	Yes

<sup>105</sup>Injury to tissues and bone.<sup>106</sup>Death.<sup>107</sup>Regular occupation utility man.<sup>108</sup>Emery wheel burst, piece striking injured's mouth.<sup>109</sup>Greatest injury to left eye.<sup>110</sup>Rate of pay—teamster and team.

## DETAIL TIME, CAUSE AND EXTENT OF INJURY, SEX, AGE, EXPERIENCE AND INJURED—CONTINUED.

Piece or time work	Average wage per day	Wages upon returning to work	Working days per week	Machine or tool causing injury	Part of person injured	Nature of injury	Accident number
Piece	3.00	3.00	6	Air reamer	Left eye	Foreign body	901
Piece	3.00	3.00	6	Rock	2d finger, left hand	Bruised	902
Time	1.50	1.50	6	Plate glass	Left wrist	Cut	903
Time	2.50	2.50	6	Splinter	Right eye	Slight injury	904
Time	2.25	2.25	6	Track spike	Right leg	Laceration <sup>105</sup>	905
Time	3.00		6	Heavy piece of wood	Abdomen	Severe blow <sup>106</sup>	906
Time	2.30	2.30	6	Sash sander	Right thumb	Nail torn off	907
Both	2.50	2.50	6	End sill	Back	Strained	908
						Flesh badly torn between 1st and 2d joints	909
Time			6	Radial drill	Little finger on left hand	Bruised	910
Time	2.00	1.75	6	Tile	Leg	Nail and flesh torn	911
Time	4.50	5.00	6	Wheel spoke	Thumb of left hand	Bruised and fractured	912
Piece	2.50	2.50	6	Riveter	Left thumb	Bruised	913
Time	2.00	2.00	6	Fell between cars	Head	Cut	914
Time	2.20	2.20	6	Sledge hammer	Left ear	Deep cut	915
Time	2.75	2.75	6	Hot mix from kiln	Third finger, left hand	Burned	916
Piece	3.50	3.50	6	Hydraulic press	Right ankle	Bruised	917
	3.00	3.00			Left collar bone	Severe contusion	918
Piece	5.00	5.00	6	Locomotive crane	Left thigh	Cut	919
Piece		P.W.	6	Knife	Right forearm	Split	920
Time	3.30	3.30	6	Thomsen grinder	Lip	Broken	921
					Jaw	Several knocked out <sup>108</sup>	922
Time	3.50	3.50	6	Grinder	Teeth	Cut	923
Time	2.50			Window	4 fingers on left hand	Skin taken off	924
Time	2.25		6	Gasoline engine	Forefinger of left hand	Broken	925
					Small bones in wrist	Wrenched	926
Both	2.50	2.50	6	Beams	Shoulder	Bruised	927
Time	3.00	3.00	6	Electric crane	Hand and fingers	Cut	928
Time	3.00	3.00	6	Electric crane	Left thigh and groin	Strained by electric flash <sup>109</sup>	929
Time	2.00	2.00	6	Piece of wood	Both eyes	Bruised	930
Time	2.25	2.25	6	Cinder	Left eyelid	Injured	931
					Right eye	Burned	932
Time	1.35	1.35	6	Power board	Hand	Cut	933
Time	3.60	3.60	6	Planer	Thumb, 1st finger, right hand	Strained	934
Piece	4.00	4.00	6	Steel beam	Back	Cut through nail	935
Time	2.00	2.00	6	Band saw	Thumb	Burned	936
Time	1.53	1.53	6	Short circuit	Right 1st finger and right eye	Cut, nail mashed	937
	2.50	2.50		Master gear	2d finger on right hand	Injured	938
Time	2.50	2.50	6	Sliding door	Right hand	Crushing injury	939
Time	3.60	3.60	6	Electric crane	Right 2d and 3d fingers	Nail loosened	940
	3.00	3.00			Left thumb	Burned	941
Piece	4.00	4.00	6	Steel locker	Heel	Injured	942
Piece	4.00	4.00	6	Scale from hot rivet	Right eye	Broken	943
Time	2.25	2.25	6	Foreign body	Right side of nose	Bruised	944
Time	2.50	2.50	7	Poultry coop	3d finger on left hand	Foreign body	945
Time	2.25	2.25	6	Kiln ear	Right eye	Slight cut	946
Time	2.70	2.70	6	Emery wheel	Left index finger	Slight cut	947
Time	2.25	2.25	6	Broken bottle	Right index finger	Cut	948
Time	2.25	2.25	6	Broken bottle	Hand	Bruised	949
Time	1.75	1.75	6	Elevator	Right foot	Injured <sup>110</sup>	950
Time	3.00	3.00	6	Hook for hog scraper	Right foot	Burned	951
Time	4.50	4.50	6	Iron pulley	Arm	Loss of nail	952
Time	3.27			Adjusting belt	Left great toe	Slight contusion	953
Time	2.30	2.30	6	Electric crane	Right index finger	Burned	954
Time	2.30	2.30	6	Bricks	Right eye		955
Time	3.00	3.00	6	Foreign body			



# ACCIDENTS REPORTED FROM JULY 4, 1913, TO JANUARY 1, 1914, SHOWING IN WAGES OF

Accident number	Date of accident	Returned to work	Week day of accident	Hour of day	Began work	Sex	Age	Married or single	Language spoken	Occupation when injured	Length of experience in this occupation	Was it regular occupation
951	12-4-13	12-12-13	Th	2:15pm	7:00am	M	17	S	Eng	Picking slabs	5 weeks	Yes
952	12-4-13	12-8-13	Th	5:40pm	7:00am	M	28	S	Eng	Machine hand	8 months	Yes
953	12-4-13	12-4-13	Th	11:30pm	7:00am	M	23	M	Eng	Carpenter	1½ years	Yes
954	12-4-13	12-12-13	Th	5:30pm	8:00am	M	28	M	Eng	Cable splicer	2½ years	Yes
955	12-4-13	12-4-13	Th	7:00am	7:00am	M	38	S	Eng	Asst. foreman	1 year	Yes
956	12-4-13	12-7-13	Th	1:00am	7:00pm	M	23	S	Eng	Fireman	2 months	Yes
957	12-5-13	12-31-13	F	5:00pm	5:30am	M	30	M	Eng	Motorman	9 months	Yes
958	12-5-13	111	F	1:40pm	7:00am	M	26	S	Eng	Machine hand	Sev'l yrs.	Part
959	12-5-13	12-7-13	F	5:00pm	7:00am	M	56	M	Eng	Carpenter	2 months	Yes
960	12-5-13	1-5-14	F	7:45am	7:00am	M	33	M	Eng	Helper	6 months	Yes
961	12-5-13	12-16-13	F	1:30pm	7:00am	M	29	M	Eng	Machine hand	1 year	Yes
962	12-5-13	12-8-13	F	8:15am	7:00am	M	20	S	Eng	Rivet heater	5 months	Yes
963	12-6-13		Sa	9:00am	7:00am	M	32	M	Eng	Machinist	3 years	Yes
964	12-6-13	2-19-14	Sa	10:00am	7:00am	M	25	M	Eng	Foreman	4 months	Yes
965	12-6-13	12-10-13	Sa	7:45am	7:00am	M	30	S	Eng	Machinist	4½ years	Yes
966	12-6-13	12-10-13	Sa	3:45pm	7:00am	M	32	S	Eng	Shop hand	3 weeks	Yes
967	12-6-13	12-8-13	W	2:30am	11:30pm	M	30	M	Eng	Miner	13 months	Yes
968	12-6-13	12-9-13	Th	5:00pm	7:00am	M		M	Eng	Dipping	2 weeks	Yes
969	12-6-13	12-6-13	Sa	12:30pm	7:00am	M	23	S	Eng	Boiler washer	16 months	Yes
970	12-6-13	12-8-13	Su	1:15pm		M	29	M	Eng	Machine hand	15 months	Yes
971	12-7-13	12-7-13	Su	5:30pm	6:00am	M	24	M	Eng	Fireman	6 months	Yes
972	12-7-13	12-10-13	Su	5:30pm	6:00am	M		S	Eng	Fireman	2 years	Yes
973	12-8-13	12-12-13	M	11:30am	7:00am	M	40	M	Eng	Straw boss	2 years	Yes
974	12-8-13		M	9:15am	7:00am	M	29	M	Eng	Drill helper	3 years	Yes
975	12-8-13	112	M	10:00am	7:00am	M	44	M	Eng	Machinist	Sev'l yrs.	Yes
976	12-8-13	12-24-13	M	11:00am	7:00am	M	33	S	Eng	Machine molder	4 months	Yes
977	12-8-13	12-15-13	M	11:00am	8:00am	M	25	S	Eng	Inspector	2 months	No
978	12-8-13	12-8-13	M	6:30am	6:00am	M	28	M	Eng	Miller	3 weeks	Yes
979	12-8-13	12-12-13	M	2:30pm		M	18	S	Eng	Assembling separator bowls	6 months	Yes
980	12-8-13	12-8-13	M	3:00pm	7:00am	M			Eng	Blacksmith	3 years	Yes
981	12-9-13	12-12-13	Tu	4:30pm	6:00am	M	57	M	Eng	Foreman	25 years	Yes
982	12-9-13	12-22-13	Tu	9:00am	7:00am	M	49	M	Eng	Car unloader	Sev'l yrs.	Yes
983	12-9-13	2-16-14	Tu	9:50pm		M	45	M	Eng	Laborer	3 weeks	Yes
984	12-9-13	114	Tu	4:00pm	7:00am	M		S	Span	Laborer	1 month	Yes
985	12-9-13	12-23-13	Tu	10:30am	7:00am	M				Drill operator	1 month	Yes
986	12-9-13	12-27-13	Tu	11:00am	7:00am	M	23	S	Eng	Press operator	3 years	Yes
987	12-9-13	12-12-13	Tu	2:00pm	7:00am	M	26	S	Eng	Assembler	2 months	Yes
988	12-9-13	12-9-13	Tu	11:00pm	7:00pm	M	30	M	Eng	Night foreman	4 years	Yes
989	12-9-13	12-15-13	Tu	11:00am	7:30am	M	26	M	Eng	Foreman laborer	18 months	Yes
990	12-9-13	12-15-13	Tu	8:00am	7:00am	M	45	M	Eng	Asst. foreman	4 years	Yes
991	12-9-13	12-22-13	Tu	6:00pm	7:30am	M	32	M	Eng	Fireman	10 years	Yes
992	12-10-13	12-29-13	W	1:00am	6:00pm	M	28	S	Eng	Machine molder	8 months	Yes
993	12-10-13		W	2:00pm	7:00am	M	37	M	Eng	Press helper	4½ months	Yes
994	12-10-13	12-17-13	W	11:30pm	6:15pm	M	55	S	Eng	Crane follower	10 days	Yes
995	12-10-13	12-17-13	W	10:30am	7:00am	M	24	M	Eng	Repair man	2 months	Yes
996	12-10-13	12-10-13	W	7:30am	7:00am	M	23	S	Eng	Chipper	5 months	Yes
997	12-10-13	12-19-13	W	1:00pm	7:00am	M	36	S	Eng	Chipper	2 months	Yes
998	12-10-13	12-10-13	W	11:00am	7:30am	M	39	M	Eng	Machinist	4 years	Yes
999	12-10-13	12-11-13	W	1:00pm	7:00am	F	22	Di	Eng	Press operator	8 months	Yes
1000	12-10-13	12-19-13	W	4:00pm	7:30am	M	21	M	Eng	Laborer	6 weeks	Yes

111Left employ.

112Insurance company settled with injured for \$275.00.

113Injured was employed for a few days only; company had no work on injured's recovery about 1-28-14.

114Left employ.

115Nail removed.

## DETAIL TIME, CAUSE AND EXTENT OF INJURY, SEX, AGE, EXPERIENCE AND INJURED—CONTINUED.

Piece or time work	Average wage per day	Wages upon returning to work	Working days per week	Machine or tool causing injury	Part of person injured	Nature of injury	Accident number
Time	1.25	1.25	6	Clutch pulley	Arm	Bruised	951
Time	2.00	2.00	6	Cut-off saw	Third finger of right hand	Bone split to 1st joint	952
Time	3.00	3.00	6	Chisel	Left cheek near eye	Severely lacerated	953
Time	4.00	4.00	6	Gas explosion	Left side of face	Burned	954
Time	3.00	3.00	6	Large plank	Lip and chin	Cut	955
Time	2.75	2.75	7	Cinder	Eye	Ulcerated	956
Time	2.25	2.25	7	Leaned through car window	Right side over gall bladder, testicle	Bruised	957
Time	3.00		6	12 inch jointer	Index and middle right finger	Badly cut and nails torn loose <sup>111</sup>	958
Time	3.00	3.00	6	Circular saw	Left index finger	Nail loosened	959
Both	6.00	6.00	6	Channel beam	2d finger on left hand	Bruised	960
Piece	3.50	3.50	6	Hand hammer	Lip	Pinched	961
Piece	2.50	2.50	6	Hot rivet	Right side	Severe bruise	962
Time	2.80		7	Blinder shoe	Lips and tongue	Burned	963
Both	3.00	3.50	6	Drop hammer	Right foot	Bruised	964
Time	3.60	3.60	6	Electric plug	Fingers	Broken	965
Piece	3.00	3.00	6	Bottom chord angle	Hand	Badly bruised <sup>112</sup>	966
Time	3.50	3.50	6	Sledge	Right 2d and 3d fingers	Burned	967
Piece	1.80	1.80	6	Casting	Right 2d and 3d fingers	Abrasion	968
Time	3.30	3.30	6	Burning fuse	4th finger on right hand	Nail mashed	969
Time	2.70	2.70	6	Shaper	Left little finger	Laceration of skin	970
Time	3.00	3.00	6	Filter cover	Back of right hand	Burned	971
Time	3.30	3.30	6	Loose window	Right wrist	Cut about 2 in. long	972
Time	2.00	2.00	6	Iron bar	Back of head	Cut	973
Time	3.00		6	Car bumper	Back of head	Scrubbed	974
Time	3.50		6	Rip saw	Shoulder	Bruised	975
Piece	3.75		6	Shoveling sand	Right thumb	Injured	976
Time	2.50	2.50	6	Sledge hammer	4th toe on right foot	Injured	977
Time	2.25	2.25	6	Belt and pulley	Right hand thumb	Strained	978
	1.35			Speed lathe	Back	Cut	979
Time	3.00	3.00	6	Iron drill	Above right eye	Cut off at 1st joint <sup>113</sup>	980
Piece	3.50	3.50	6	Stumbled and fell	Finger	Cut	981
Piece	2.00	2.00	6	2x8x16 timber car window	Two fingers	Mashed	982
Time	2.25	2.25	6	Crushed rock	Big toe on right foot	Skin torn	983
Time	2.25		6	Falling scaffold	Ankle and wrist	Bruised	984
Time	2.00	2.00	6	Drill	Left middle finger	Badly contused, end of finger nearly sawed off	985
Piece	3.50	3.50	6	Hydraulic press	Head	Possible fracture	986
Piece	3.00	3.00	6	Electric crane	Thumb	Cut, required three stitches <sup>114</sup>	987
Time	3.83	3.83	6	Turtle	Right side of face	Cut near knuckle	988
Time	2.50	2.50	6	Unloading pole	Left knee and left hand	Infected wound	989
Time	2.25	2.25	6	Car sills	Head	Contusion	990
Time	4.00	4.00	6	Engine	Abdomen	Cut, requiring 1 stitch	991
Piece	4.00	4.00	6	Molding machine, side sills	Right foot	Strained	992
Time	2.00		6	Crane	End of 3d right hand finger	Badly bruised	993
Time	3.40	3.40	6	Air hoist	Left eye and nose	Sprained (slight)	994
Piece	3.50	3.50	6	Electric crane	Cal of right leg	Instep bruised	995
Piece	3.50	3.50	6	End casting	2d right finger	Pinched off	996
Piece	2.25	2.25	6	End casting	Little finger on right hand	Contusion	997
Time	3.00	3.00	6	Lathe	Fingers on left hand	Bruised	998
Both	1.75	1.75	5½	Punch press	Thumb on left hand	Lacerated	999
Time	2.25	2.25	6	Unloading coal	Muscles of right thigh	Cut	1000



# ACCIDENTS REPORTED FROM JULY 4, 1913, TO JANUARY 1, 1914, SHOWING IN WAGES OF

Accident number	Date of accident	Returned to work	Week day of accident	Hour of day	Began work	Sex	Age	Married or single	Language spoken	Occupation when injured	Length of experience in this occupation	Was it regular occupation
1001	12-10-13	12-13-13	W	8:00am	7:00am	M	30	M	Eng	Cart driver	3 weeks	No
1002	12-11-13	12-12-13	Th	7:30am	7:00am	M	18	S	Russ	Laborer	1 week	Yes
1003	12-11-13	12-11-13	Th	8:00am	7:00am	M	32	M	Eng	Pressman	5 weeks	Yes
1004	12-11-13	12-11-13	Th	8:30am	7:00am	M	45	M	Eng	Helper	1 year	Yes
1005	12-11-13	12-18-13	Th	3:30pm	7:30am	M	33	M	Eng	Riveter	15 years	Yes
1006	12-11-13	12-11-13	Th	4:00pm	7:00am	M	35	M	Eng	Switchman	2 years	Yes
1007	12-11-13	12-12-13	Th	4:00pm	7:00am	M	39	M	Eng	Engineer	1 1/2 years	Yes
1008	12-12-13	12-15-13	F	2:00pm	7:00am	M	28	M	Eng	Cask helper	2 years	Yes
1009	12-12-13	12-15-13	F	8:30am	7:00am	M	18	S	Assy	General work	3 months	Yes
1010	12-12-13	12-19-13	F	7:00pm	6:00pm	M	24	S	Eng	Machinist molder	4 days	Yes
1011	12-12-13	12-14-13	F	1:10pm	7:00am	M	36	M	Eng	Power punch helper	1 month	Yes
1012	12-12-13	12-15-13	F	1:15pm	7:00am	M	26	S	Eng	Riveter	6 years	Yes
1013	12-12-13	12-15-13	F	3:00pm	7:00am	M	26	S	Eng	Engineer	8 years	Yes
1014	12-12-13	12-12-13	F	11:30am	8:00am	M	26	M	Eng	Lineman	8 years	Yes
1015	12-12-13	12-22-13	F	11:30am	7:00am	M	22	S	Eng	Car repairer	2 months	Yes
1016	12-13-13	1-8-14	Sa	8:30am	7:00am	M	32	M	Mod	Laborer	2 months	Yes
1017	12-13-13	12-19-13	Sa	11:30am	6:00am	M	21	S	Eng	Dynamite man	6 months	Yes
1018	12-13-13	12-26-13	Sa	11:00am	7:00am	M	37	M	Eng	Chipper	9 months	Yes
1019	12-13-13	12-13-13	Sa	11:00am	7:00am	M	26	S	Grk	Crane follower	11 months	Yes
1020	12-13-13	12-17-13	Sa	8:15am	7:00am	M	20	S	Eng	Chipper	3 months	Yes
1021	12-13-13	12-18-13	Sa	7:00am	7:00am	M	27	S	Arm	Laborer	3 months	Yes
1022	12-13-13	12-16-13	Sa	8:20am	7:00am	M	43	M	Eng	Blacksmith	16 years	Yes
1023	12-13-13	12-17-13	Sa	9:30pm	6:15pm	M	32	M	Ger	Assembler	4 months	Yes
1024	12-13-13	12-13-13	Sa	9:00am	7:00am	M	75	M	Eng	Engineer	10 years	Yes
1025	12-13-13	12-18-13	Sa	7:30am	7:00am	M	28	S	Eng	Molder hand	3 months	Yes
1026	12-13-13	12-13-13	Sa	8:00am	7:00am	M	23	S	Eng	Fireman	1 year	Yes
1027	12-15-13	1-27-14	M	5:00pm	7:00am	M	25	S	Bul	Laborer	1 month	Yes
1028	12-15-13	12-20-13	M	1:15pm	7:00am	M	19	S	Eng	Charging operator	2 1/2 years	Yes
1029	12-15-13	12-18-13	M	10:00am	7:00am	M	33	M	Eng	Chipper	2 years	Yes
1030	12-15-13	12-16-13	M	3:00pm	7:00am	M	16	S	Eng	Laborer in foundry	2 months	Yes
1031	12-16-13	12-18-13	M	9:00pm	7:00pm	M	57	M	Eng	Pumpman	16 months	Yes
1032	12-26-13	1-5-14	F	10:15am	7:00am	M	20	S	Eng	Truck man	6 months	No
1033	12-16-13	12-20-13	Tu	11:45am	7:00am	M	35	M	Eng	Helper	Yes	Yes
1034	12-16-13	12-22-13	Tu	6:30pm	6:00pm	M	43	M	Eng	Handyman	6 weeks	Yes
1035	12-16-13	12-23-13	Tu	11:30am	7:00am	M	25	M	Grk	Laborer	3 months	Yes
1036	12-16-13	12-16-13	Tu	2:30pm	7:00am	M	27	M	Eng	Hand miller	2 1/2 years	Yes
1037	12-17-13	12-22-13	W	11:00am	7:30am	M	29	S	Eng	Foreman	6 years	Yes
1038	12-17-13	12-17-13	W	4:45pm	7:00am	M	24	S	Eng	Cleaning machine	6 months	Yes
1039	12-17-13	12-20-13	W	10:00am	7:00am	M	38	S	Eng	Laborer	2 years	Yes
1040	12-17-13	12-17-13	W	8:30am	7:00am	M	20	S	Eng	Sawyer	1 year	Part
1041	12-27-13	12-27-13	W	10:30am	7:30am	M	15	---	Eng	General laborer	6 months	Yes
1042	12-17-13	12-19-13	W	3:00pm	7:00am	M	26	S	Arm	Tripper operator	2 months	No
1043	12-17-13	1-6-14	W	3:00am	6:00pm	M	29	S	Arm	Crane follower	4 months	Yes
1044	12-17-13	12-18-13	W	11:00am	7:00am	M	23	S	Arm	Crane follower	7 months	Yes
1045	12-17-13	12-22-13	Sa	9:00am	7:00am	M	33	M	Arm	Truck builder	3 months	Yes
1046	12-17-13	12-18-13	W	9:30am	7:00am	M	23	M	Eng	Mill laborer	9 years	Yes
1047	12-19-13	12-22-13	Th	8:30am	7:00am	M	17	S	Eng	Butcher	2 weeks	Yes
1048	12-18-13	12-22-13	Th	4:30pm	7:00am	M	22	S	Eng	Track work	2 years	Yes
1049	12-18-13	12-26-13	Th	3:30pm	7:00am	M	25	M	Eng	Setting dies	6 months	Yes
1050	12-18-13	12-26-13	Th	2:00am	6:00pm	M	29	M	Eng	Molder	18 months	Yes

<sup>11</sup>Was cranking car.

## DETAIL TIME, CAUSE AND EXTENT OF INJURY, SEX, AGE, EXPERIENCE AND INJURED—CONTINUED.

Piece or time work	Average wage per day	Wages upon returning to work	Working days per week	Machine or tool causing injury	Part of person injured	Nature of injury	Accident number
Time	1.80	1.80	---	Dump cart	Left instep	Bruised	1001
Time	1.75	1.75	6	Rock	Lip and side of nose	Slightly cut	1002
Time	2.00	2.00	6	Metal splinter	Eye	Injured	1003
Time	1.75	---	6	Sledge hammer	Great toe on left foot	Mashed	1004
Piece	4.50	4.50	6	Hot scale from rivet	Left eyelid	Burned	1005
Time	2.25	2.25	---	Cinder	Left eye	Injured	1006
Time	3.00	3.00	6	Wrench	Third left finger	Bruised	1007
Time	1.75	1.75	6	Cask	Finger	Crushed	1008
Time	2.50	2.50	6	Hook	Arm	Flesh torn	1009
Piece	3.00	3.00	6	Flask	Third finger, right hand	Laceration	1010
Piece	2.50	2.50	6	Air hoist	First finger, right hand	Laceration	1011
Piece	5.00	5.00	6	Hot rivet	Left eyelid and face	Burned	1012
Time	5.28	5.28	---	Steam shovel	Thigh	Bruised	1013
Time	2.20	2.20	6	Piece of glass	Eye	Injured	1014
Time	1.89	1.89	6	Fell from car	Left ankle	Sprained	1015
Time	1.75	1.75	6	Transfer car	Toe	Crushed	1016
Time	2.10	---	7	Smoke and dust	Eyes	Irritated	1017
Piece	3.25	3.25	6	Hot casting	Second finger, left hand	1st degree burn	1018
Time	2.20	2.20	6	Sill ends	Third finger, right hand	Contusion	1019
Piece	3.50	3.50	6	Air hammer	Cornea of left eye	Slight cut	1020
Time	2.20	2.20	6	Bricks	Third finger of right hand	Slight laceration	1021
Time	3.70	3.70	6	Chisel hammer	Left first finger	Deep cut	1022
Piece	2.40	2.40	6	Side stake	Left large toe	Contusion	1023
Time	3.75	2.75	6	Trap door	Third finger on left hand	Bruised	1024
Time	2.50	2.50	6	Molder	Thumb	Cut	1025
Time	3.30	3.30	6	Piece of emery	Right eye	Foreign body	1026
Time	2.00	2.00	6&7	Steam shovel	Small bone in right hand, 3 ribs	Broken	1027
Time	2.60	2.60	6	Charging ram	Right thumb	Laceration	1028
Piece	3.25	3.25	6	Piece of scrap	Right side bet. 6th and 7th ribs	Contusion	10 9
Time	.67	.67	6	Emery wheel	Thumb of left hand	Cut and bruised	1030
Time	3.00	3.00	6	Nail	Right hand	Pierced	1031
Time	1.75	1.75	6	2 wheel truck	Second finger, right hand	Broken and cut	1032
Time	2.00	2.00	6	Rattle mill	First and 3d fingers	Cut and bruised	1033
Piece	3.50	3.50	6	Brake footing	First finger on left hand	Crushed	1034
Time	1.80	1.80	6	Spring castings	Toes on left foot	Bruised	1035
Time	3.00	3.00	6	Pulley belt	Right foot	Bruised	1036
Time	4.40	4.40	6	Automobile	Thumb on right hand	Bruised	1037
Time	2.25	---	6	Hog casing machine	Right wrist	Severely sprained <sup>11</sup>	1038
Time	2.25	2.25	6	Sledge hammer	Hand	Crushed	1039
Time	1.50	---	6	Mitre saw	Right leg	Bruised	1040
Time	1.00	---	6	Wire hooking mach.	Thumb	Severe cut	1041
Time	2.20	2.20	6	Pattern sill	Second finger, right hand	Cut	1042
Time	2.20	2.20	6	Sill end casting	Second and 3d right fingers	Contusion	1043
Time	2.00	2.00	6	Coupler	Left foot	Contusion	1044
Piece	4.00	4.00	6	Truck bolster	Left thumb	Bruised	1045
Time	2.50	2.50	6	Block of wood	Right eye	Foreign body	1046
Piece	1.66	1.50	6	Knife	Left thigh	Bruised	1047
Time	1.80	1.80	6	Tamping pick	Thumb on right hand	Cut	1048
Time	2.50	2.50	6	Chain hook	Crown of head	Cut slightly	1049
Piece	3.50	3.50	6	Rusty nail	Top of head	Cut	1050
					Left foot	Punctured	1050



## ACCIDENTS REPORTED FROM JULY 4, 1913, TO JANUARY 1, 1914, SHOWING IN WAGES OF

Accident number	Date of accident	Returned to work	Week day of accident	Hour of day	Began work	Sex	Age	Married or single	Language spoken	Occupation when injured	Length of experience in this occupation	Was it regular occupation
1051	12-18-13	12-18-13	Th	11:00am	7:00am	M	52	S	Eng	Foreman of supply dept.	4 years	Yes
1052	12-18-13	12-19-13	Th	4:30pm	7:00am	M	22	M	Eng	Chipping castings	1 year	Yes
1053	12-19-13	12-26-13	F	3:00pm		M	40	M	Eng	Laborer		
1054	12-19-13	1-2-14	F	11:30am	7:00am	M	57	M	Eng	Foreman	4 or 5 yrs	Yes
1055	12-19-13	1-8-14	F	11:15am	7:00am	M	26	M	Eng	Molder	1 year	Yes
1056	12-19-13	117	F	11:15am	7:00am	M	30	M	Eng	Molder	2 years	Yes
1057	12-19-13	12-29-13	F	3:00pm	7:00am	M	23	S	Eng	Box maker	1½ years	Yes
1058	12-19-13	1-27-14	F	7:20am	7:00am	M	41	M	Arm	Laborer	4 months	Yes
1059	12-19-13	118	F	1:05pm	7:00am	M	18	S	Eng	Steel inspector	4 months	Yes
1060	12-19-13	12-21-13	F	1:10pm	7:00am	M	26	M	Eng	Chipper	8 months	Yes
1061	12-19-13	12-26-13	F	8:15pm	6:15pm	M	19	M	Eng	Power punch hlpr.	1½ months	Yes
1062	12-19-13		F	7:00pm	6:00pm	M	54	M	Eng	Welder	2½ years	Yes
1063	10-20-13	10-20-13	M		7:00pm	M	48	M	Eng	Mill foreman	14 months	Yes
1064	12-20-13	12-29-13	Sa	11:00am	7:00am	M	45	M	Eng	Engineer	20 years	Yes
1065	12-20-13	1-12-14	Sa	10:00am	7:00am	M	40	S	Eng	Lineman	4 years	Yes
1066	12-20-13	1-5-14	Sa	8:00am	7:00am	M	50	M	Eng	Foreman	30 years	Yes
1067	12-16-13	1-5-14	Tu	3:00pm	7:00am	M	30	S	Eng	Entry worker	3 months	Yes
1068	12-20-13	1-8-14	Sa	12:00m	7:30am	M	34	M	Eng	Carpenter	11 years	Yes
1069	12-21-13		Su	12:00m		M		M	Eng	Car repairer		No
1070	12-22-13		M	5:00pm	8:00am	F	20	S	Eng	Ironer	8 months	Yes
1071	12-22-13	1-23-14	M	11:45am	7:00am	M	60	M	Eng	Yard man	3 years	Yes
1072	12-22-13	1-23-14	M	9:00am	7:00am	M	34	M	Eng	Laborer	6 months	Yes
1073	12-22-13	12-30-13	M	5:00pm	7:00am	F	23	S	Eng	Press operator	2½ years	Yes
1074	12-22-13	1-5-14	M	9:15am		M	35	S	Eng	Brick wheeler		
1075	12-22-13		M	7:30pm	6:15pm	M	22	S	Eng	Crane operator	4½ months	Yes
1076	12-23-13	1-24-14	Tu	2:00pm	8:00am	M	32	S	Eng	Laborer	5 months	Yes
1077	12-18-13	12-18-13	Th			M	18	S	Eng	Helper	6 months	Yes
1078	12-23-13	1-24-14	Tu	2:00pm	8:00am	M	32	S	Eng	Machine operator	3 months	Yes
1079	12-22-13		M	2:45pm	7:30am	M	22	S	Eng	Track man	3 years	Yes
1080	12-23-13		Tu	2:00pm	7:00am	M	22	M	Eng	Wood turner	5 years	Yes
1081	12-23-13	12-23-13	Tu	3:30pm	7:00am	M	34	M	Eng	Trucker	2 days	Yes
1082	12-20-13		Sa	3:00pm	7:00am	M	34	M	Eng	Laborer	3 months	Yes
1083	12-24-13	1-7-14	F			M		S	Eng	Butcher	3 weeks	Yes
1084	12-24-13	12-29-13	W	10:37am	7:00am	M	19	S	Eng	Sill groover	4 years	Yes
1085	12-23-13	12-29-13	Tu	4:50pm	7:30am	M	50	M	Eng	Laborer	1½ years	Yes
1086	12-26-13		F	1:30pm	7:00am	M	20	M	Eng	Laborer	2 weeks	No
1087	12-27-13	12-29-13	Sa	7:30am	7:00am	M	27	M	Eng	Cupola tender	2 years	Yes
1088	12-27-13	12-27-13	Sa	10:30am	7:00am	M	22	S	Eng	Machine apprentice	2 years	Yes
1089	18-18-13	1-6-14	Th	4:30pm		M	27	S	Eng	Assembler	7 years	Yes
1090	12-24-13	1-1-14	W	11:30am	7:00am	M	35	S	Eng	Ice man	9 years	Yes
1091	12-24-13	12-29-13	W	10:00am	7:30am	M	37	M	Eng	Punching	9 years	Yes
1092	12-26-13		F	5:15pm	7:00am	M	47	M	Eng	Wood workers	1½ years	Yes
1093	12-26-13	12-27-13	F	4:20pm	7:00am	M	16	S	Eng	Machinist appr.	5 months	Yes
1094	12-27-13		Sa	2:30pm	7:00am	M	27	S	Eng	Press helper	2 months	No
1095	12-27-13	1-26-14	Sa	9:30am	7:00am	M	57	M	Eng	Store keeper	22 months	Yes
1096	12-29-13		M	9:30am	7:00am	M	35	M	Eng	Blacksmith	2 years	Part
1097	12-27-13	121	Sa	2:30pm	7:00am	M	27	S	Eng	Press helper	2 months	No
1098	12-19-13	12-19-13	F	2:30pm	7:00am	M	26	M	Eng	Crusher feeder	1 month	
1099	12-20-13		Sa	3:00pm	7:00am	M	32	M	Eng	Engineer	7 years	Yes
1100	12-29-13	12-29-13	M	11:00am	8:00am	M	54	M	Eng	Foreman	7 years	Yes

117 Left employ of company.

118 Left employ of company.

119 Will probably lose nail.

120 Had to be amputated.

121 Left employ of company. Is reported fully recovered 4-25-14.

## DETAIL TIME, CAUSE AND EXTENT OF INJURY, SEX, AGE, EXPERIENCE AND INJURED—CONTINUED.

Piece or time work	Average wage per day	Wages upon returning to work	Working days per week	Machine or tool causing injury	Part of person injured	Nature of injury	Accident number
Time 2.50	2.50	6	Board	Fingers	Bruised	1051	
Time 2.00	2.00	6	Foreign body	Eye	Injured	1052	
Time 2.50	2.50	6	Iron spike	Hand	Pierced	1053	
Time 3.00	3.00	6	Hog scraper	Head	Badly cut	1054	
Piece 2.50	P.W.	6	Hot iron	Right wrist and ankle, stomach, left side	Burned	1055	
Piece 3.00		7	Hot iron	Right forearm, spots on face and breast	Burned <sup>117</sup>	1056	
Time 2.20	2.20	6	Split board	Hand	Bruised	1057	
Time 2.30	2.30	6	Electric crane	Right leg, arch of foot	Contusion	1058	
Time 2.20	2.20	6	Gantry crane	Right foot	Severe contusion <sup>118</sup>	1059	
Piece 3.25	3.25	6	Gas pipe	Top of head	Incised laceration	1060	
Piece 3.50	3.50	6	Stripper	First, 2d and 3d left toes	Bruised	1061	
Piece 3.25		6	Truck frame	2d and 3d fingers, right hand	Laceration	1062	
Time 4.25	4.25	6	Pulling wheel	Left side	Ruptured	1063	
Time 3.00	3.00	6	Belt drive	Back, chest and abdomen	Bruised	1064	
Time 3.30	3.30	6	Nail	Foot	Infected and swollen	1065	
Time 3.00	3.00	6	Slipped on incline	Leg	Broken	1066	
Time 3.50	3.00	6	Piece of rock	Instep of left foot	Bruised	1067	
Time 2.55	2.25	6	Pinch bar	Elbow of left arm	Abrasion		
	2.00	7	Wood planer	Left side of back near spine	Badly injured	1068	
				Tips of 2d and 3d left hand fingers	Cut off	1069	
Time 1.15		6	Hot iron	Hand	Burned	1070	
Time 2.00	2.00	6	Runaway horse	Right ankle	Bone broken	1071	
Time 2.00	2.00	6	Handling lumber	Ankle	Strained and bruised	1072	
Both 1.75	1.75	5½	Punch press	Forefinger of left hand	Mashed <sup>119</sup>	1073	
Time 2.50	2.50	6	Fell off scaffold	Face	Cut		
				Leg	Bruised	1074	
Time 2.25		6	Crane wheel	First 3 right toes	Crushed <sup>120</sup>	1075	
Time 2.60	2.60	6	Block of iron	Top of right foot	Bruised	1076	
Time 1.67	1.67	6	Splinter	Thumb	Festered	1077	
Piece 2.25	2.25	6	Drifting machine	Thumb of left hand	Pinched	1078	
Time 2.75		6	Large rock	Right foot	Fractured		
				Ankle bone	Broken	1079	
Time 2.475		6	Turning lathe	Two middle fingers, left hand	Torn and lacerated	1080	
Piece 3.25	3.25	6	Fell in car	Right knee	Bruised	1081	
Time 2.25		6	Block machine	Left hand	Strained	1082	
Piece 1.66	P.W.	6	Knife	Fingers on right hand	Cut	1083	
Piece 2.75	2.75	6	Circular saw	Right 3d and 4th fingers	Cut	1084	
Time 2.50	2.50	6	Cable reels & blocks	Big toe on right foot	Mashed	1085	
Time 2.25		6	Foot adz	Ankle	Cut	1086	
Time 2.75	2.75	6	Piece of slag	Head	Cut	1087	
Time 1.15	1.33	6	Emery wheel	Eye	Slightly injured	1088	
				First finger on right hand	Taken off between 1st and 2d joints	1089	
Time 2.25	2.25	6	Gear and pinion on separator	Foot	Mashed	1090	
Both 2.50	2.50	6	Piece of ice	Left wrist	Vein punctured	1091	
Piece 2.75		6	Gang punch	Four fingers of left hand	Severed above 1st joint	1092	
Time .70	.70	6	Gaining machine	Forehead	Gash about 1 in. long	1093	
Both 2.50		6	Wrench	First finger, left hand	Badly mashed	1094	
Time 3.00	3.00	6	Sub-sill	Ribs	Fractured	1095	
Time 3.50		6	Fell on bench	First fingers on right hand	Cut off below 1st joint	1096	
Both 2.50		6	Bull-dozer	First fingers, left hand	Badly mashed <sup>121</sup>	1097	
Time 1.80	1.80	6	Sub sill	Left little toe	Bruised	1098	
Time 3.50		6	Falling stone	Thumb	Mashed	1099	
Time 3.25	3.25	5½	Maul	Right hand	Small cut	1100	
			Bag hook				



# ACCIDENTS REPORTED FROM JULY 4, 1913, TO JANUARY 1, 1914, SHOWING IN WAGES OF

Accident number	Date of accident	Returned to work	Week day of accident	Hour of day	Began work	Sex	Age	Married or single	Language spoken	Occupation when injured	Length of experience in this occupation	Was it regular occupation
1101	12-10-13	12-27-13	12-27-13	10:00am	7:00am	M	15	S	Eng	Punch press oper.	10 days	Yes
1102	12-26-13	12-27-13	12-27-13	10:00am	6:00am	M	30	M	Eng	Engineer	3 years	Yes
1103	12-27-13	12-27-13	12-27-13	12:00m	7:00am	M	26	M	Eng	Machinist	8 months	Yes
1104	12-27-13	1-3-14	1-3-14	4:30pm	7:00am	M	40	S	Eng	Auto driver	18 months	Yes
1105	12-29-13	1-2-14	1-2-14	1:30am	7:00am	M	23	S	Eng	Repair man	3 days	Yes
1106	12-27-13	12-30-13	12-30-13	1:00pm	7:00am	M	21	S	Eng	Die setter	1 year	Yes
1107	12-30-13	12-30-13	12-30-13	8:00pm	7:00am	M	30	M	Eng	Mill man	4 months	Yes
1108	12-15-13	12-15-13	12-15-13	7:00am	7:00am	M	21	S	Eng	Butcher	4 years	Yes
1109	12-29-13	1-19-14	1-19-14	9:45am	8:00am	M	49	M	Eng	Blacksmith	18 months	Yes
1110	12-29-13	2-2-14	2-2-14	4:00pm	8:00am	M	28	M	Eng	Machine hand	5 years	No
1111	12-29-13	1-30-14	1-30-14	5:00pm	7:00am	M	34	M	Eng	Laborer	Ab't 1 yr	Yes
1112	12-29-13	1-6-14	1-6-14	10:45am	7:00am	M	36	S	Eng	Butcher	7 weeks	Yes
1113	12-29-13	1-9-14	1-9-14	8:20am	7:00am	M	30	S	Eng	Riveter	Sev'tl yrs.	Yes
1114	12-29-13	12-29-13	12-29-13	5:00pm	7:30am	M	21	M	Eng	Rivet cutter	4 months	No
1115	12-23-13	12-29-13	12-29-13	11:00am	7:00am	M	27	M	Eng	Driller	4 years	Yes
1116	12-27-13	1-19-14	1-19-14	4:30pm	7:00am	M	30	M	Eng	Lineman	6 years	Yes
1117	12-29-13	1-20-14	1-20-14	4:00am	6:00pm	M	38	M	Eng	Machine molder	6 months	Yes
1118	12-30-13	1-2-14	1-2-14	11:30pm	6:00pm	M	33	S	Eng	Crane follower	2 months	Yes
1119	12-29-13	1-3-14	1-3-14	3:00pm	7:00am	M	38	M	Eng	Press helper	7 months	Yes
1120	12-29-13	1-3-14	1-3-14	11:00pm	6:00pm	M	30	S	Eng	Crane follower	7 months	Yes
1121	12-29-13	1-3-14	1-3-14	5:40pm	7:00am	M	30	M	Eng	Tile wheeler	6 weeks	Yes
1122	12-27-13	1-2-14	1-2-14	10:00am	7:00am	M	32	M	Eng	Clerk	10 years	Yes
1123	12-30-13	1-15-14	1-15-14	11:00am	7:00am	M	35	S	Eng	Pipe layer	1 year	Yes
1124	12-27-13	1-6-14	1-6-14	8:30pm	7:00am	M	29	M	Eng	Lineman	6 months	Yes
1125	12-31-13	1-5-14	1-5-14	2:00pm	7:00am	M	35	M	Eng	Laborer	6 years	Yes
1126	12-31-13	1-2-14	1-2-14	4:00pm	7:00am	M	32	M	Eng	Piling boxes	5 years	Yes
1127	12-27-13	12-29-13	12-29-13	10:00am	7:00am	M	30	M	Eng	Salesman	22 months	Yes
1128	12-27-13	12-27-13	12-27-13	10:00am	7:00am	M	32	M	Eng	Collector	7 months	Yes
1129	12-29-13	1-6-14	1-6-14	7:00am	7:00am	M	27	M	Eng	Bucker	3 or 4 mos	Yes
1130	12-31-13	1-2-14	1-2-14	4:00pm	7:00am	M	40	M	Eng	Lineman	8 years	Yes
1131	12-31-13	1-6-14	1-6-14	7:30pm	6:45am	M	32	M	Eng	Brakeman	14 years	Yes
1132	12-27-13	12-29-13	12-29-13	8:00pm	7:00am	M	37	M	Eng	Foreman	11 years	Yes
1133	12-17-13	12-18-13	12-18-13	5:00pm	7:00am	M	31	M	Eng	Booster inspector	8 months	Yes
1134	12-29-13	12-30-13	12-30-13	7:30pm	6:15am	M	24	M	Eng	Blacksmith	2 or 3 yrs.	Yes
1135	12-30-13	1-2-14	1-2-14	1:15pm	7:00am	M	20	M	Eng	Welder	2 or 3 yrs.	Yes
1136	12-30-13	1-30-14	1-30-14	1:15pm	7:00am	M	27	M	Eng	Foreman	8 to 10 yrs	Yes
1137	12-30-13	1-2-14	1-2-14	1:15pm	7:00am	M	35	M	Eng	Foreman	15 years	Yes
1138	12-25-13	1-7-14	1-7-14	2:00am	6:00pm	M	40	M	Eng	Fireman	7 months	Yes
1139	12-18-13	1-17-14	1-17-14	3:00pm	6:00am	M	30	M	Eng	Conductor	5 years	Yes
1140	12-16-13	12-18-13	12-18-13	9:45am	7:00am	M	33	M	Eng	Carpenter	7 months	Yes
1141	12-28-13	1-9-14	1-9-14	6:10am	7:00am	M	19	S	Eng	Laborer	5 years	Yes
1142	12-29-13	1-6-14	1-6-14	8:30pm	7:00am	M	30	S	Eng	Butcher	7 months	No
1143	12-3-13	1-2-14	1-2-14	7:00am	7:00am	M	34	S	Eng	Tying sacks	7 months	Yes
1144	12-1-13	12-2-13	12-2-13	7:00am	7:00am	M	34	S	Eng	Fire chief	7 months	Yes

<sup>1101</sup>Possible fracture.

<sup>1102</sup>Left employ. Necessitating amputation at first joint of each finger.

<sup>1103</sup>Gas tank blew up.

<sup>1104</sup>Explosion caused broken glass to fall.

<sup>1105</sup>Explosion caused broken glass to fall.

<sup>1106</sup>Scaffolding on which other workmen were working fell on injured party.

<sup>1107</sup>No concussion of the brain.

<sup>1108</sup>Not serious hurt.

<sup>1109</sup>Left employ of company.

<sup>1110</sup>Thinks he strained himself while opening barrel.

# DETAIL TIME, CAUSE AND EXTENT OF INJURY, SEX, AGE, EXPERIENCE AND INJURED—CONTINUED.

Piece or time work	Average wage per day	Wages upon returning to work	Working days per week	Machine or tool causing injury	Part of person injured	Nature of injury	Accident number
Time	1.00		6	Punch press	Ends of each index finger	Mashed <sup>1101</sup>	1101
Time	3.00	3.00	7	Valve of engine	Finger	Nail torn off	1102
Time	2.50	2.50	6	Slipped on step	Left ankle	Sprained and bruised	1103
Time	2.70	2.70	6	Wood splitter	Thigh of right leg	Flesh pierced several inches	1104
Time	2.22	2.22	7	Driving gear	Finger	Crushed	1105
Time	2.40	2.40	6	Emery wheel	Left eye	Foreign body	1106
Time	2.25	2.25	6	Nail wheel	Bottom of right foot	Pierced	1107
Time	2.25	2.25	6	Knife	Hand	Cut	1108
Time	3.00	3.00	6	Anvil	Two toes	Bruised	1109
Piece	3.75	3.75	6	Sledge hammer	Big toe on right foot	Broken	1110
Time	1.80	1.80	6	Motor car	First right hand finger	Bone broken	1111
Time	2.25	2.25	6	Knife	Both heels and knees	Contusion	1112
Time	3.00	3.00	6	Bucking bar	Left hand	Cut	1113
Both	2.00	2.00	6	Hammer punch	Right eye	Burned and bruised	1114
Time	3.50	3.50	6	Drill	Above left eye	Laceration	1115
Time	3.30	3.30	6	Man hole cover	First finger on left hand	Badly torn	1116
Piece	3.50	3.50	6	Flask pin	Arch of right foot	Bone broken	1117
Time	2.20	2.20	6	Truck frame	Back of right hand	Contusion	1118
Piece	2.50	2.50	6	Die, crow bar	Third finger, left hand	Severely bruised <sup>1119</sup>	1119
Time	2.25	2.25	6	Castings	Right little finger	Nail loosened	1120
Time	2.25	2.25	6	Tile cart	Second finger, left hand	Contusion	1121
Time	2.10	2.10	6	Explosion	Ankle	Sprained	1122
Time	3.30	3.30	6&7	Pipe box	Body	Bruised and cut	1123
Time	3.30	3.30	6	Fell from tree	One rib on left side	Broken <sup>1124</sup>	1124
Time	2.25	2.25	6	Knife	Face and hand	Cut and bruised	1125
Time	3.15	3.15	6	Caught between 2 boxes	Leg	Wrenched	1126
Time	4.17	4.17	6	Gas machine	Right thumb	Cut	1127
Time	2.25	2.25	6	Gas machine	Second finger on right hand	Nail torn off	1128
Piece	4.50	4.50	6	Hand hammer	Leg below knee	Hole cut 1 1/2 in. deep <sup>1129</sup>	1129
Time	3.75	3.75	6	Wrestling with fellow worker	Body	Slight cuts <sup>1130</sup>	1130
Time	2.75	2.75	7	Switch engine	Right thumb	Bruised	1131
Time	2.50	2.50	6	Lumber tell	Knee	Wrenched	1132
Time	2.50	2.50	6	Truck bolster	Right side and right hip	Bruised	1133
Time	2.20	2.20	6	Hydraulic press	Left foot	Sprain and contusion	1134
Time	2.25	2.25	6	Scaffold	Right side	Ruptured	1135
Time	6.00	6.00	6	Scaffold tell	Over right eye	Cut	1136
Time	6.00	6.00	7	Scaffold fell	Head and shoulders	Slightly bruised <sup>1137</sup>	1137
Time	3.00	3.00	6	Coal chute	Skull	Fractured <sup>1138</sup>	1138
Time	2.25	2.25	7	Slipped on ear step	Face and body	Slightly bruised <sup>1139</sup>	1139
Time	2.25	2.25	7	Box fell on	Back	Sprained	1140
Time	1.75	1.75	6&7	Steel rail	Cord in hip	Strained	1141
Time	2.25	2.25	7	Beet spreader	Right foot, great toe	Cut off	1142
Piece	2.50	2.50	6	Heavy work	End of finger	Bad bruise	1143
Time	2.50	2.50	6	Barrel of salt <sup>1144</sup>	Left arm	Neuralgia <sup>1144</sup>	1144
					Nerve centers		
					Lets inguinal hernia		



# ACCIDENTS REPORTED FROM JULY 4, 1913, TO JANUARY 1, 1914, SHOWING IN WAGES OF

Accident number	Date of accident	Returned to work	Week day of accident	Hour of day	Began work	Sex	Age	Married or single	Language spoken	Occupation when injured	Length of experience in this occupation	Was it regular occupation
1145	12-7-13	12-15-13	Su	4:00pm	7:00am	M	30	M	Eng	Car repairer	3 years	Yes
1146	10-17-13	10-17-13	F	10:00pm	7:00am	M	40	S	Ital	Laborer	2 months	Yes
1147	11-13-13	11-27-13	Th	11:00am	7:00am	M	41	S		Pan man	1½ years	Yes
1148	9-15-13	9-15-13	M	10:30pm	7:00pm	M	24	S	Eng	Laborer		Yes
1149	9-17-13	9-20-13	Th	5:00pm	7:00am	M	19	S	Eng	Oiler	1 week	Yes
1150	9-19-13	9-19-13	F			M	35		Eng	Machinist	1 week	Yes
1151	9-21-13	9-21-13	Su	8:45pm	7:00am	M	35	M		Laborer	8 days	Yes
1152	9-23-13	9-23-13	Tu	9:30pm	7:00pm	M	23	S		Laborer	8 days	Yes
1153	9-25-13	9-25-13	Th	11:00am	7:00am	M	53	M		Warehouse foreman	15 years	Yes
1154	9-26-13	9-26-13	F		7:00am	M			Eng	Laborer	3 years	Yes
1155	12-29-13	1-15-14	M	3:00am	6:00pm	M	35	S	Arnt	Laborer	4 months	Yes
1156	12-30-13	1-7-14	Tu		7:00am	M		M	Eng	Foreman	1 year	Yes
1157	12-30-13	1-7-14	Tu	10:30pm	7:00am	M	31	M	Eng	Tank man	5 years	Yes
1158	12-31-13	12-31-13	W	11:10am	7:00am	M	55	M	Eng	Sawyer	2 months	Yes
1159	12-31-13			1:20pm	7:00am	M	27	M	Eng	B. M. helper	3½ months	Yes
1160	9-27-13	9-27-13	Sa	1:00pm	7:00am	M				Laborer	1 week	Yes
1161	9-29-13	9-30-13	M	9:30am	7:00am	M	27		Swed	Laborer	2 weeks	Yes
1162	10-3-13	10-5-13	F	10:00am	7:00am	M				Laborer	15 days	Yes
1163	10-3-13	10-5-13	F	9:00am	7:00am	M				Laborer	15 days	Yes
1164	10-3-13	10-3-13	F	5:30am	7:00pm	M	36		Grk	Ash man	15 days	Yes
1165	10-4-13	10-4-13	Tu	1:00pm	7:00am	M				Water pan tender	17 days	Yes
1166	10-10-13	10-10-13	F	7:30pm		M	48	M	Grk	Machinist	3 weeks	Yes
1167	10-12-13	10-12-13	Su	7:00am		M	48		Germ	Laborer	1 week	Yes
1168	10-13-13	10-13-13	M	10:00am	7:00am	M		S	Grk	Laborer	1 month	Yes
1169	10-14-13	10-14-13	Tu	2:00pm	7:00am	M	25	S	Aust	Machinist	1 month	Yes
1170	10-16-13	10-16-13	Th	7:00am		M			Eng	Starch shoveler	5 years	Yes
1171	10-16-13	10-16-13	Th			M		M	Eng	Refinery foreman		Yes
1172	10-16-13	10-19-13	Th	2:00pm	7:00am	M	45	M	Eng	Millwright	1 month	Yes
1173	10-17-13	10-17-13	F	10:00pm	7:00pm	M	25		Ital	Laborer	1 month	Yes
1174	10-17-13	10-17-13	W	8:30am	7:00am	M		S	Grk	Laborer	1½ months	Yes
1175	10-25-13	10-25-13	Sa		7:00am	M	20	S	Grk	Pressman	2 months	Yes
1176	10-26-13	10-26-13	Su	9:00am	7:00am	M	45		Russ	Laborer	6 weeks	Yes
1177	11-1-13	11-1-13	Sa	5:30pm	7:00am	M			Grk	Starch paddler	5 weeks	Yes
1178	11-1-13	11-1-13	Sa	7:00am	7:00am	M			Grk	Laborer		Yes
1179	11-1-13	11-1-13	Sa	7:00am	7:00am	M		M	Grk	Foreman	7 years	Yes
1180	11-3-13	11-3-13	M	1:00pm	7:00am	M	35		Grk	Laborer	6 weeks	Yes
1181	11-4-13	11-4-13	Tu	7:30pm	7:00am	M	25		Aust	Laborer	2 weeks	Yes
1182	11-5-13	11-5-13	W	7:00am	7:00am	M			Grk	Laborer	6 weeks	Yes
1183	11-6-13	11-6-13	Th	7:00am	7:00am	M			Aust	Laborer	7 weeks	Yes
1184	11-7-13	11-7-13	M	5:00am	7:00pm	M	25	S	Eng	Pressman	1 month	Yes
1185	11-7-13	11-7-13	F	7:00am	7:00am	M	25	S	Eng	Laborer	1 week	Yes
1186	12-13-13	12-13-13	Sa	3:00pm	7:00am	M			Grk	Laborer	3 years	Yes

<sup>1182</sup>Party never returned to work.

<sup>1183</sup>Caught finger while closing valve.

<sup>1184</sup>Injured does not know how bruise occurred.

# DETAIL TIME, CAUSE AND EXTENT OF INJURY, SEX, AGE, EXPERIENCE AND INJURED—CONTINUED.

Piece or time work	Average wage per day	Wages upon returning to work	Working days per week	Machine or tool causing injury	Part of person injured	Nature of injury	Accident number
Time 2.34	2.34	6		Freight car	Right ankle	Sprained	1145
Time 1.75		7		Lifting sack	Back	Wrenched <sup>1182</sup>	1146
Time 1.75	1.75	7		Hot water tank	Back	Scalded	1147
Time 1.75	1.75	7			Left elbow	Bruised	1148
Time 2.00	2.00	7		Ladder	Left wrist	Sprained	
					Right arm below elbow	Abrasion	1149
Time 3.00	3.00	7		Conveyor	Right thumb	Abrasion	1150
Time 1.75	1.75	7		Moving plank	Second finger, left hand	Wood splinter	1151
Time 1.75	1.75	7		Wrench	Left and right palms	Abrasion	1152
Time 2.50	2.50	7		Valve on tank car	Second finger on left hand	Abrasion <sup>1183</sup>	1153
Time 1.75	1.75	7		Bone black kiln	Back and left shoulder	Burned	1154
Time 2.20	2.20	6		Nail	Sole of left foot	Punctured	1155
Time 4.00	4.00	6		Sledge hammer	Forehead	Cut	1156
Time 2.00	2.00	6		Tank frame	Back of head	Cut and bruised	1157
Time 1.65	1.65	6		Saw	Thumb of left hand	Slightly wounded	1158
Time 1.84	1.84	6		Fell from engine	Right knee	Cut	1159
Time 1.75	1.75	7		Barrel	Left hand palm	Cut	1160
Time 2.60	2.60	7		Starch truck	Left thigh	Bruised	1161
Time 1.75	1.75	7		Shovel	Back of right thumb	Deeply cut	1162
Time 1.75	1.75	7		<sup>1184</sup>	Right knee	Infected bruise <sup>1184</sup>	1163
Time 1.80	1.80	7		Fell into car	Left shin	Bruised and abrasion	1164
					Right eye (inner surface of lower lid)	Burned	1165
Time 1.75	1.75	7		Caustic soda	Surface of left eye	Burned	1166
Time 2.50	2.50	7		Hammering pipe	Palm of right hand	Cut	1167
Time 1.75	1.75	7		Barrel hoop	Second finger of right hand	Tip lacerated	1168
Time 1.75	1.75	7		Not given	Right eye	Foreign body	1169
Time 2.50	2.50	7		Emery wheel	Back of right hand	Bruised and abrasion	1170
Time 1.65	1.65	7		Truck	Left eye	Injured	1171
Time 1.75	1.75	7		Foreign body	Ribs on left side	Bruised	1172
Time 1.75	1.75	7		Car	Calf of right leg	Bruised	1173
Time 1.75	1.75	7		Bone black sack	Right thumb	Sprained	1174
Time 1.75	1.75	7		Meal box	Both feet	Burned	1175
Time 2.25	2.25	7		Tank of glucose	Left palm	Slightly infected	1176
Time 1.75	1.75	7		Piece of wood	Fourth finger, left hand	Bruised	1177
Time 1.75	1.75	7		Wrench			
Time 1.75	1.75	7		Spark from dressing stone	Surface of left eyeball, right eye	Burned	1178
Time 2.50	2.50	7		Stoker	Right side of forehead	Cut and bruised	1179
Time 1.75	1.75	7		Belt	Left arm and left side of chest	Bruised	1180
Time 1.75	1.75	7		Coal conveyor	Third & 4th fingers, right hand	Abrasion	1181
Time 1.75	1.75	7		Broken window	Left forearm	Slightly cut	1182
Time 1.75	1.75	7		Stone dust	Left eye	Foreign body	1183
Time 2.25	2.25	7		Conveyor	First right hand finger	Bruised	1184
Time 1.75	1.75	7		Emery wheel	Left eye	Foreign body	1185
Time 1.75	1.75	7		Hammer	Thumb	Bruised	1186



## SPECIAL INVESTIGATION OF EMPLOYMENT OF WOMEN.

The last General Assembly enacted the following, "he (the Labor Commissioner) shall also be allowed three factory inspectors, one of whom shall be a woman. \* \* \* The woman factory inspector herein provided for shall, in addition to the general duties required of her, under the direction of the bureau of labor statistics, inspect the sanitary and general conditions under which the women and children are at work in all factories, workshops, hotels, restaurants, stores and any other place where women and children are employed; collect statistics and make recommendations and report the same to the Commissioner of Labor, who shall make special reference thereto in his biennial report to the governor, and said woman factory inspector shall render any other or additional service under the direction of labor commissioner as will tend to promote the health and general welfare of the women and children employees of the state."

Under these statutory provisions Ellen M. Rourke was appointed woman factory inspector. She assumed the duties of office July 4, 1913, and from that date to January 1 was assigned to regular inspection work of retail stores, laundries, confectionery and garment factories, and telephone exchanges of the larger cities of the state. In January, the special work of investigating working conditions of women in department and other retail stores and hotels and restaurants was taken up and of which appended tables are the result. These industries were selected because of the great proportionate number of women employed; their apparent dissimilarity in conditions of employment, and for the further reason that these employments were in no way included in other lines of statistical investigation by the bureau.

It was found impossible to have one person cover the entire state in the industries selected, therefore five cities of over 30,000 population; five cities ranging from 10,000 to 20,000 approximately, and five cities under 10,000 population were selected in which to carry forward the investigation. This plan was adopted with the thought of getting a good general average of conditions for the entire employment of the selected industries for the state.

For the purpose of having the data collected as representative of general state conditions as possible, the cities were selected with a view of geographical distribution and because of some dissimilarity in industry and local environments. With the exception of Marshalltown and Cedar Rapids, which were the first two cities investigated, the report covers from 33 per cent to approximately 77 per cent of the entire number of women employed by the firms in which the canvass was made. Every employe included in report was seen in person and the data was furnished in every instance by such employe. One thousand one hundred ninety women, working in department and other retail stores, were interviewed and 351 working in hotels and restaurants.

## WOMEN AT HOME AND ADRIFT.

The term living at home is used in this report in the sense of the woman living in her own home or with some relative of such close consanguinity as to make the relations practically that of home life.

The term adrift is aimed to convey that the woman is cut loose from the relations of a home life, and is compelled to furnish her own lodging and meals away from home or relatives.

The accompanying table presents the data of this phase.



NUMBER AND PER CENT OF WOMEN WAGE-EARNERS, IN DEPARTMENT AND OTHER RETAIL STORES, INTERVIEWED IN SPECIFIED CITIES, WHO WERE FOUND TO BE LIVING AT HOME AND NUMBER AND PER CENT OF THOSE WITHOUT HOMES AND DEPENDENT UPON THEMSELVES.

Living Conditions of Women in Five Largest Cities	Des Moines 86,368		Sioux City 47,828		Davenport 43,028		Dubuque 38,494		Cedar Rapids 32,871		Total Five Cities	
	Number	Per cent	Number	Per cent	Number	Per cent	Number	Per cent	Number	Per cent	Number	Per cent
Department and other retail stores, women living at home	291	82.9	205	87	102	87.2	100	100	24	82.8	722	86.7
Women adrift	60	17.1	31	13	15	12.8			5	17.2	111	13.3
Total	351	100	236	100	117	100	100	100	29	100	833	100

NUMBER AND PER CENT OF WOMEN WAGE-EARNERS, IN DEPARTMENT AND OTHER RETAIL STORES, INTERVIEWED IN SPECIFIED CITIES, WHO WERE FOUND TO BE LIVING AT HOME AND NUMBER AND PER CENT OF THOSE WITHOUT HOMES AND DEPENDENT UPON THEMSELVES.

Living Conditions of Women in Five Medium Sized Cities	Ottumwa 22,012		Keokuk 14,008		Fort Dodge 15,543		Muscatine 16,178		Marshalltown 13,374		Total Five Cities	
	Number	Per cent	Number	Per cent	Number	Per cent	Number	Per cent	Number	Per cent	Number	Per cent
Department and other retail stores, women living at home	55	100	35	89.8	47	88.7	48	80	11	78.5	196	88.7
Women adrift			4	10.2	6	11.3	12	20	3	21.5	25	11.3
Total	55	100	39	100	53	100	60	100	14	100	221	100

NUMBER AND PER CENT OF WOMEN WAGE-EARNERS, IN DEPARTMENT AND OTHER RETAIL STORES, INTERVIEWED IN SPECIFIED CITIES, WHO WERE FOUND TO BE LIVING AT HOME AND NUMBER AND PER CENT OF THOSE WITHOUT HOMES AND DEPENDENT UPON THEMSELVES.

Living Conditions of Women in Five Smaller Cities	Iowa City 10,091		Fort Madison 8,900		Centerville 6,936		Creston 6,924		Oelwein 6,028		Total Five Cities	
	Number	Per cent	Number	Per cent	Number	Per cent	Number	Per cent	Number	Per cent	Number	Per cent
Department and other retail stores, women living at home	23	100	33	100	28	87.5	32	86.8	11	100	128	93.4
Women adrift					4	12.5	5	13.2			9	6.6
Total	23	100	33	100	32	100	37	100	11	100	137	100

LIVING CONDITIONS OF WOMEN IN FIFTEEN CITIES INVESTIGATED.

	Number	Per cent
Department and other retail stores, women living at home	1,045	87.8
Women adrift	145	12.2
Total	1,190	100



NUMBER AND PER CENT OF WOMEN WAGE-EARNERS, IN HOTELS AND RESTAURANTS, INTERVIEWED IN SPECIFIED CITIES, WHO WERE FOUND TO BE LIVING AT HOME AND NUMBER AND PER CENT OF THOSE WITHOUT HOMES AND DEPENDENT UPON THEMSELVES.

	Total	At Home		Adrift	
		Number	Per cent	Number	Per cent
Des Moines	64	21	32.8	43	67.2
Sioux City	42	18	42.9	24	57.1
Dayenport	42	12	28	30	72
Dubuque	10	12	46.1	10	100
Cedar Rapids	26	8	30.3	14	53.9
Ottumwa	24	1	4.2	16	66.7
Muscatine	24	4	15	23	95.8
Fort Dodge	27	3	43	23	85
Keokuk	7	3	37.5	4	57
Marshalltown	8	1	11.1	5	62.5
Iowa City and Oelwein	9	1	11.1	8	88.9
Fort Madison	25	1	4.5	25	100
Centerville	22	10	45	21	95.5
Creston	21	10	48	11	52
Total	351	94	26.78	257	73.22

The relative per cent being for stores, women living at home, 87.8 per cent; hotels and restaurants, women living at home 26.8 per cent.

Tables I and V are general tables and are self explanatory.

### REASONS FOR WORKING.

The reasons given for women becoming wage-earners are many. Out of a total of 164 married women interviewed gave reasons for employment as follows: 6 who were earning wages ranging from \$5 to \$10 per week gave as a reason their desire to help husband to get a start; 4 whose wages were from \$5 to \$7.50 per week said they were compelled to work because husband was addicted to drink; 5 were helping husband to buy a home; 25 who were earning from \$7 to \$25 per week gave various general reasons; 7 whose wages were from \$7 to \$10.50 stated their husbands were out of work and that they were keeping the family on their earnings; 7 earning from \$7.50 to \$12 per week were compelled to work because of sick husbands. One woman reported she was compelled to work, her husband being in the penitentiary; and 17 earning from \$7.50 to \$10 per week gave their reasons for work that of rather working than keeping house.

Fifty-three girls from 15 to 16 years of age said the necessity of the family compelled them to work, in a number of instances the number of children in the family brought about the need. Thirty girls earning from \$4 to \$12 per week were found whose fathers were dead and their earnings needed to support the home. Eleven girls earning from \$4 to \$8 per week gave as their reasons for work that they would rather work than go to school; 3 girls whose wages ranged from \$4 to \$6.50 per week were compelled to work because fathers had deserted family, while 3 young women, wages \$10 to \$12 per week, said they were helping fathers who were too old to work and therefore needed their assistance, and 10, earning from \$7.50 to \$12 per week said they were living with and helping relatives in need because of sickness and other causes.

Of the total 1,541 women interviewed, 212 were either divorced or widows. Many of these have children to support, in a few cases as many as four. The reason for their working for wages is apparent. One divorced woman living with her married sister, very earnestly said she would have to marry again because she thought her brother-in-law would soon discover that he was keeping her in part, her wages (\$7.50 per week) not being sufficient on which to keep herself.

The following table is self-explanatory:



GIVING NUMBER OF WAGE-EARNING WOMEN WORKING IN HOTELS AND RESTAURANTS MARRIED, SINGLE, DIVORCED OR WIDOWS, BY CITIES.

	Des Moines	Sioux City	Davenport	Dubuque	Cedar Rapids	Ottumwa	Muscatine	Fort Dodge	Keokuk	Marshalltown	Iowa City & Oelwein	Fort Madison	Centerville	Creston	Total
Single	30	24	21	9	11	8	10	21	1	4	8	13	11	11	182
Married	13	9	10	1	9	3	4	3	2	1	1	2	3	4	64
Divorced	12	5	9	1	3	7	8	2	4	2	1	5	4	6	68
Widows	9	4	2		3	6	2	1		1		5	4		57
Total	64	42	42	10	26	24	24	27	7	8	9	25	22	21	351

GIVING NUMBER OF WAGE-EARNING WOMEN WORKING IN DEPARTMENT AND OTHER RETAIL STORES, MARRIED, SINGLE, DIVORCED OR WIDOWS, BY CITIES.

	Des Moines	Sioux City	Davenport	Dubuque	Cedar Rapids	Ottumwa	Muscatine	Fort Dodge	Keokuk	Marshalltown	Iowa City	Fort Madison	Centerville	Creston	Oelwein	Total
Single	254	190	100	98	23	47	50	51	35	12	22	30	31	30	10	982
Married	51	25	13	1	8	1	3	1	1	1	1	2	2	2	1	106
Divorced	25	10	3	1	2	5	3	1	1	1		2	1	1	1	54
Widows	21	11	1	1	1	2	4	1	8	1		1	1	4	1	53
Total	351	236	117	100	29	55	60	53	39	14	23	33	32	37	11	1,190

## WAGES.

In the matter of wages among women working in department and other retail stores Table II is divided to show classified wages of women living at home, and women living adrift. This table shows that the women living adrift receive a shade higher wages, undoubtedly forced by their greater needs.

Out of a total of 1,045 living at home, 316 or 30.2 per cent receive less than \$6.00 per week; 145 living adrift, 10 or 7 per cent receive less than \$6.00 per week; 1,045 living at home, 254 or 24.4 per cent receive more than \$10.00 per week; 145 living adrift, 61 or 42 per cent receive more than \$10.00 per week.

No part of the investigation brought to light more of the real struggles of life, almost the tragedies of life of the woman wage-earner than the question of wages. Many of the stories related to the inspector were pitiful and yet nearly always in a spirit of optimism—the hope of something better in the future. Thus two girls receiving \$7.00 per week and who said they knew of no one working for less than \$7.50 per week that was able to keep themselves, were bending every energy for a raise. Five girls adrift, receiving \$7.00 to \$8.00 per week said they cannot get along without their parents' help, yet were hopeful for a raise. Eight receiving \$5.00 to \$6.00 per week had the help of relatives. Of the entire number only nine were definite in their belief that low wages caused immorality. A very general complaint of clerks was that unless they could carry with them a line of customers, they were tied to a particular store because experience was not to any degree taken into account. Whenever they became dissatisfied to work for one store and changed to another, almost invariably they were compelled to accept a lower wage and again work up.

A discount on the amount of purchases for personal use is practically universal among stores. The prevailing custom in the larger and medium sized cities is a discount of 10 per cent from retail prices to employees, while in the smaller cities, employees usually get all their goods at a figure 10 per cent in advance of wholesale prices.

A system of fines and dockage prevails in many places, the penalties of which are more generally inflicted for being late and for breakage. This system has a material effect upon employees unfortunate enough to fall under its penalties and especially those whose earnings are barely enough to make both ends meet.

Vacations must also be taken into account in consideration of annual earnings. Investigation disclosed the custom in some of the smaller cities and towns to be that employees were expected to take a four weeks' vacation during the dull period and without pay, thus reducing their annual income by one-twelfth. In the medium and larger cities investigated, the custom is two weeks' vacation without pay although in some of the larger department stores, employees are paid full wages for one of the two weeks off



after being in employment a full year. During holiday seasons and periods of stock inventories, the custom is to work overtime and after regular hours. In no case did we find any payment made for this work, although in some cases women said they were given evening meal and were thus saved the extra expense of meal or trip to their homes or boarding places.

The wages of hotel and restaurant employees are not classified in any separate table because of the methods of payment and circumstances incident to the occupation. A perusal of Table V will indicate the difficulties of classifying. Part of the women work but two meals a day, others receive a weekly wage with room and meals, others weekly wage with meals only, others again a wage without room and meals. The difficulties of determining the value of items of room and meals makes any comparison inaccurate. In some instances, very strong complaints were made because of poor and unsatisfactory conditions of room furnished employees. There was also a complaint from some of the employees who were furnished meals that these consisted of the things left over after supplying trade.

The matter of tips is an important factor and is often taken into account both by the proprietor and the help. For instance, in one restaurant a very spirited argument took place between the proprietor, who claimed tips averaged \$1.00 a day for each waitress, and a half dozen waitresses who very emphatically disputed the amount.

The practice of tipping is without doubt growing, the returns therefrom depending much upon the class and character of the place, and too, often upon the girl or woman serving.

#### AGES.

Table III gives classified ages by cities of all women interviewed in the department and other retail stores, and Table VI same data of those employed in hotels and restaurants.

A comparison of the two tables shows the ages of those employed in hotels and restaurants to be proportionately higher than those employed in stores.

For instance, out of a total of 1,190 store employees interviewed, 38 per cent were less than 21 years of age, while out of 351 employed in hotels and restaurants only 18.5 per cent were under 21. Again, of the 1,190 women employed in stores 150 or 12.6 per cent are over 35 years of age, while of the 351 employed in hotels and restaurants, 96 or 27.5 per cent are over 35. Another illustration is the total number found in employment over 50 years of age, the number for hotels and restaurants being 12 out of 351, while for stores the number is 11 out of 1,190.

#### SCHOOL EXPERIENCE.

School statistics are always of interest. Especially so in Iowa with its small per cent of illiterates. The two industries investi-

gated should be of more than usual significance in drawing upon educational fitness for service because of the different requirements in the occupation.

Table IV gives data on school experience of employees of stores, and Table VII the same experience of employees of hotels and restaurants. In both of these tables, the experience is rated by grades, except those who got their training in country schools and in foreign countries. This method was considered the best test of educational experience. To say that a person attended school five years is no indication of extent of education. The time may have been confined to one or spread over a half dozen grades.

In the grade and high school classification, the tables represent those who have passed through. For instance, where 1½ years of high school experience was given, in the table credit is given for first year high only. For academy, college, etc., experience, it should not be taken that persons are graduates, but that they had some supplementary education aside from public school training, which in some instances may have amounted to graduation from these institutions.

The term "miscellaneous" is used where an experience is given that could not be regularly classified.

Out of 1,190 employees in stores, 593 or 49.8 per cent quit school from the fourth to grammar grades inclusive; 466 or 39 per cent had some high school experience of whom 155 or 13 per cent graduated. Out of 1,059 entering grades, 466 or 44 per cent entered high, and 155 or 14.6 per cent graduated.

Out of 351 hotel and restaurant employees, 191 or 54.4 per cent quit school from the second to grammar grades inclusive; 68 or 19.4 per cent had some high school experience of whom 15 or 4.3 per cent graduated. Out of 259 entering grades 68 or 26.2 per cent entered high and 15 or 5.8 per cent graduated.

#### HOURS OF LABOR.

No special tables have been made on hours of labor. In department and other retail stores the hours of one store are in nearly every case the rule of others in the same city. The general table discloses these to run from 8 to 9½ hours on all days but Saturday, when the almost universal rule is three hours extra. Since the gathering of these statistics, Des Moines stores have changed the opening hour from 8 A. M. to 8:30 A. M., thus decreasing the number of hours worked per week from 57 to 54 hours. The large department stores of Des Moines have also inaugurated a 6 o'clock Saturday closing movement for the months of July and August. One hundred and sixty-three employees insisted that some legislation be passed to limit the hours of labor.

In hotels and restaurants, the hours of labor appear to be regulated by location of place, nature of patronage, character of work and inclination of employer. The hours run from reasonable to excessive according to all modern standards.



TABLE I—OCCUPATION, AGE, EXPERIENCE AND  
INTERVIEWED IN DEPARTMENT  
DES MOINES, IOWA, DEPARTMENT AND OTHER

Number	Occupation	Nationality or Descent	Single or Married	Age (Years)
1	Cash girl	German	S	15
2	Cash girl	American	S	15
3	Cash girl	Irish	S	14
4	Cash girl	American	S	15
5	Cash girl	Swede	S	15
6	Cash girl	German	S	15
7	Cash girl	American	S	15
8	Cash girl	Irish	S	15
9	Cashier	Irish	S	15
10	Seamstress	Jewish	S	15
11	Stock girl	Swiss	S	15
12	Cash girl	American	S	14
13	Cash girl	Irish-German	S	15
14	Cash girl	Irish	S	15
15	Inspector	Irish-German	S	15
16	Inspector	American	S	14
17	Inspector	English	S	17
18	Inspector	German	S	15
19	Cashier	German-Irish	S	15
20	Alteration girl	Irish-English	S	17
21	Inspector	Irish-Scotch	S	19
22	Inspector	American	S	15
23	Wrapper	American	S	17
24	Saleslady	Jewish	S	17
25	Saleslady	Irish-English	S	14
26	Saleslady	Irish	Married	19
27	Saleslady	Irish	Married	17
28	Saleslady	Scotch-Irish	S	14
29	Saleslady	Irish-French	S	20
30	Saleslady	American	S	14
31	Saleslady	Irish-Dutch	S	18
32	Saleslady	Scotch-Irish	S	16
33	Saleslady	American	S	15
34	Saleslady	Irish	S	15
35	Saleslady	Irish-Welsh	M	16
36	Saleslady	Irish	S	15
37	Saleslady	German	S	18
38	Saleslady	Irish-French	S	17
39	Saleslady	American	S	19
40	Saleslady	English	S	18
41	Saleslady	English	S	18
42	Saleslady	American	M	20
43	Cashier	Irish	S	17
44	Cashier	American	S	17
45	Cashier	German-French	S	17
46	Cashier	Scotch-Irish	S	18
47	Saleslady	Irish	S	17
48	Cashier	German	S	17
49	Cashier	American	S	19
50	Cashier	Jewish	S	16
51	Cashier	American	S	18
52	Inspector	German	S	14
53	Stock girl	Irish-French	S	16
54	Stock girl	German	S	17
55	Stock girl	German	S	17
56	Saleslady	German-Irish	S	17

ECONOMIC CONDITION OF WAGE-EARNING WOMEN  
AND OTHER RETAIL STORES.

RETAIL STORES—WOMEN LIVING AT HOME.

	Schooling (Years)	Years of Experience	Average weekly earnings	Hours per day	Hours per week	Average weekly contributions to family	Number
Seventh Grade	4 months	4 months	\$ 3.00	9	56	\$ 3.00	1
Seventh Grade	4 months	4 months	3.00	9	56	3.00	2
Fifth Grade	3 weeks	3 weeks	3.00	9	56	3.00	3
Fifth Grade	8 months	8 months	3.00	9	56	3.00	4
Seventh Grade	6 months	6 months	3.00	9	56	3.00	5
Seventh Grade	4 months	4 months	3.25	9	56	3.25	6
Grammar	4 months	4 months	3.25	9	56	3.25	7
One year High.	5 months	5 months	3.75	9	56	3.75	8
Russia	6 months	6 months	4.00	9	56	4.00	9
Seventh Grade	1 year	1 year	4.00	9	56	4.00	10
Sixth Grade	10 weeks	10 weeks	4.00	9	56	4.00	11
Grammar	8 months	8 months	4.00	9	56	4.00	12
Sixth Grade	9 months	9 months	4.00	9	56	4.00	13
Seventh Grade	4 months	4 months	4.00	9	56	4.00	14
Grammar	1 week	1 week	4.00	9	56	4.00	15
Grammar	2 months	2 months	4.00	9	56	4.00	16
Grammar	6 months	6 months	4.00	9	56	4.00	17
Grammar	4 months	4 months	4.50	9	56	4.50	18
Seventh Grade	1 year	1 year	4.50	9	56	4.50	19
Sixth Grade	1 year	1 year	4.50	9	56	4.50	20
Seventh Grade	4 months	4 months	4.50	9	56	4.50	21
Seventh Grade	3 weeks	3 weeks	4.75	9	56	4.75	22
Grammar	6 months	6 months	5.00	9	56	5.00	23
Grammar	2 years	2 years	5.00	9	56	5.00	24
Country	3 weeks	3 weeks	5.00	9	56	5.00	25
Grammar	4 weeks	4 weeks	5.00	9	56	5.00	26
Grammar	1 day	1 day	5.00	9	56	5.00	27
Grammar, 1 yr. College	1 week	1 week	5.00	9	56	5.00	28
Sixth Grade	3 weeks	3 weeks	5.00	9	56	5.00	29
Grammar	2 months	2 months	5.00	9	56	5.00	30
Sixth Grade	2 weeks	2 weeks	5.00	9	56	5.00	31
Grammar	1 month	1 month	5.00	9	56	5.00	32
Seventh Grade	2 years	2 years	5.00	9	56	5.00	33
Sixth Grade	4 weeks	4 weeks	5.00	9	56	5.00	34
Grammar	1 year	1 year	5.00	9	56	5.00	35
Grammar	5 weeks	5 weeks	5.00	9	56	5.00	36
One year High.	1 week	1 week	5.00	9	56	5.00	37
High	2 years	2 years	5.00	9	56	5.00	38
Grammar	4 months	4 months	5.00	9	56	5.00	39
Grammar	2 years	2 years	5.00	9	56	5.00	40
Grammar	1 year	1 year	5.00	9	56	5.00	41
Grammar	5 months	5 months	5.00	9	56	5.00	42
Seventh Grade	6 months	6 months	5.00	9	56	5.00	43
Grammar	1 year	1 year	5.00	9	56	5.00	44
Seventh Grade	15 years	15 years	5.00	9	56	5.00	45
One year High.	6 months	6 months	5.00	9	56	5.00	46
Seventh Grade	2 years	2 years	5.00	9	56	5.00	47
Grammar	2 years	2 years	5.00	9	56	5.00	48
Fifth Grade	6 months	6 months	5.00	9	56	5.00	49
Seventh Grade	9 months	9 months	5.00	9	56	5.00	50
One-half year High.	9 months	9 months	5.25	9	56	5.25	51
Seventh Grade	3 years	3 years	5.25	9	56	5.25	52
Seventh Grade	8 months	8 months	5.50	9	56	5.50	53



## RETAIL STORES—WOMEN LIVING AT HOME—CONTINUED.

Number	Occupation	Nationality or Descent	Single or Married	Age (Years)
57	Saleslady	American	S	21
58	Saleslady	English-French	S	17
59	Saleslady	German	M	27
60	Saleslady	American	Divorced	23
61	Saleslady	German	S	18
62	Saleslady	German	S	23
63	Wrapper	Welsh	S	19
64	Inspector	American	S	16
65	Saleslady	German	S	17
66	Saleslady	American	S	20
67	Saleslady	American	S	20
68	Saleslady	American	S	20
69	Saleslady	English-Irish	S	18
70	Saleslady	American	M	20
71	Saleslady	American	S	18
72	Saleslady	Swede-Norwegian	S	20
73	Saleslady	American	S	18
74	Saleslady	Canadian	S	18
75	Saleslady	Scotch	S	20
76	Saleslady	American	S	20
77	Saleslady	Dutch-French	S	17
78	Saleslady	German	S	18
79	Saleslady	American	M	22
80	Saleslady	Swede	S	18
81	Saleslady	American	M	19
82	Saleslady	Dutch	S	14
83	Saleslady	American	S	16
84	Saleslady	American	S	18
85	Saleslady	German	S	20
86	Saleslady	German	M	30
87	Saleslady	American	S	17
88	Saleslady	German	S	19
89	Saleslady	American	S	19
90	Saleslady	American	S	18
91	Saleslady	German	S	19
92	Saleslady	American	S	37
93	Cashier	American	S	18
94	Cashier	American	S	19
95	Wrapper	English	S	18
96	Wrapper	Swede	S	18
97	Inspector	Scotch	S	14
98	Inspector	Irish	S	17
99	Inspector	American	S	17
100	Stock girl	American	S	18
101	Saleslady	Irish-Dutch	S	18
102	Saleslady	German-French	S	30
103	Saleslady	English	S	19
104	Saleslady	American	S	20
105	Cashier	German	S	17
106	Stock girl	English-Irish	S	19
107	Saleslady	French-Dutch	M	21
108	Saleslady	Irish-Dutch	S	19
109	Saleslady	Scotch-Irish	M	25
110	Saleslady	German-Scotch	M	25
111	Saleslady	German	M	25
112	Saleslady	Norwegian	M	22
113	Saleslady	American	S	21
114	Saleslady	Irish	M	21
115	Saleslady	American	Divorced	21
116	Saleslady	American	S	29
117	Saleslady	German	S	18
118	Saleslady	American	S	19
119	Saleslady	German	S	19
120	Saleslady	American	M	28
121	Saleslady	Irish	S	17

Schooling (Years)	Years of Experience	Average weekly earnings	Hours per day	Hours per week	Average weekly contributions to family	Number
Grammar	2 years	5.50	9	564	5.50	87
Three and one-half yrs. High.	6 months	5.50	9	564	2.50	88
Fifth Grade	3 weeks	5.50	9	564		89
High S., Bos. College	4 weeks	5.00	9	564		90
Seventh Grade	2 weeks	5.50	9	564		91
High	6 weeks	5.50	9	564		92
Grammar	13 years	5.50	9	564		93
Sixth Grade	23 years	5.50	9	564	5.50	94
Grammar	7 months	5.75	9	564	2.75	95
Grammar	13 months	5.75	9	564	6.75	96
Seventh Grade	10 months	5.75	9	564	4.00	97
Grammar	2 years	5.75	9	564	5.75	98
Grammar	3 years	5.75	9	564		99
Two years High	6 months	5.75	9	564		100
Country	7 months	5.75	9	564	5.75	101
One year High	2 years	5.75	9	564	5.75	102
Two years High	6 months	6.00	9	564	6.00	103
High	3 years	6.00	9	564	6.00	104
Grammar	4 months	6.00	9	564		105
Grammar	1 year	6.00	9	564	6.00	106
Grammar	13 years	6.00	9	564	2.00	107
One year High	2 years	6.00	9	564		108
Grammar	13 years	6.00	9	564		109
High	2 years	6.00	9	564		110
Seventh Grade	4 months	6.00	9	564	6.00	111
Seventh Grade	1 year	6.00	9	564	6.00	112
Grammar	9 months	6.00	9	564	2.50	113
Grammar	13 years	6.00	9	564	6.00	114
Grammar	1 year	6.00	9	564		115
One year High	13 years	6.00	9	564	2.50	116
Grammar	3 years	6.00	9	564	6.00	117
High	2 years	6.00	9	564		118
Seventh Grade	1 year	6.00	9	564	6.00	119
High	6 months	6.00	9	564		120
Grammar	6 months	6.00	9	564		121
Grammar	7 months	6.25	9	564	3.00	122
Grammar	2 years	6.25	9	564		123
Grammar	2 years	6.50	9	564	6.50	124
Grammar	3 years	6.50	9	564	3.50	125
Sixth Grade	3 years	6.50	9	564		126
One year High	1 year	6.50	9	564	6.50	127
One year High	4 years	6.50	9	564		128
Grammar	1 year	7.00	9	564		129
Grammar	13 years	7.00	9	564		130
High	1 year	7.00	9	564		131
High	6 months	7.00	9	564		132
High	1 week	7.00	9	564	7.00	133
Fifth Grade	4 months	7.00	9	564		134
Two years High	3 years	7.00	9	564		135
High	5 years	7.00	9	564	7.00	136
Seventh Grade	9 months	7.00	9	564		137
Three years High	6 months	7.00	9	564	3.50	138
Grammar	3 years	7.00	9	564	7.00	139
Two years High	3 years	7.00	9	564		140
Sixth Grade	3 years	7.00	9	564	7.00	141
Sixth Grade	7 years	7.00	9	564		142
Grammar	2 years	7.00	9	564		143



Number	Occupation	Nationality or Descent	Single or Married	Age (Years)
123	Saleslady	Irish	S	19
124	Saleslady	German	S	17
125	Saleslady	French-German	S	20
126	Saleslady	American	M	26
127	Saleslady	American	M	24
128	Saleslady	Irish	S	19
129	Saleslady	Irish	S	21
130	Saleslady	Irish	S	25
131	Saleslady	American	Widow	34
132	Saleslady	American	M	26
133	Saleslady	German	S	21
134	Saleslady	Swede	S	25
135	Saleslady	German	M	30
136	Alteration girl	German	S	19
137	Cashier	German	M	19
138	Seamstress	American	M	23
139	Saleslady	American	Divorced	29
140	Saleslady	Swede	S	22
141	Saleslady	German	M	20
142	Saleslady	English	S	19
143	Saleslady	English	M	25
144	Saleslady	American	M	20
145	Saleslady	Scotch-Irish	M	39
146	Saleslady	Italian	S	20
147	Saleslady	German	Divorced	33
148	Saleslady	Scotch-English	M	35
149	Saleslady	Irish	S	23
150	Credit girl	German	S	19
151	Seamstress	German-French	Divorced	37
152	Marker	American	M	21
153	Saleslady	Irish	S	18
154	Saleslady	American	S	18
155	Saleslady	French	Divorced	42
156	Saleslady	Irish-German	S	23
157	Saleslady	American	S	24
158	Saleslady	Irish	Widow	37
159	Saleslady	English	Widow	43
160	Saleslady	English-German	M	42
161	Saleslady	Scotch	S	22
162	Saleslady	German	S	20
163	Saleslady	Jewess	S	19
164	Saleslady	German	Divorced	40
165	Saleslady	English	Widow	29
166	Saleslady	English	M	23
167	Saleslady	Scotch	S	23
168	Saleslady	Scotch-Irish	S	18
169	Saleslady	German	S	20
170	Saleslady	American	S	27
171	Saleslady	American	S	22
172	Saleslady	Irish	S	21
173	Saleslady	Irish	S	18
174	Department head	Scotch	Widow	49
175	Seamstress	Swede	S	26
176	Alteration girl	Swede	Widow	43
177	Saleslady	German	S	18
178	Saleslady	Irish	S	23
179	Saleslady	German	S	20
180	Saleslady	Irish	Divorced	22
181	Alteration girl	American	S	22
182	Alteration girl	American	Widow	38
183	Saleslady	German-English	M	30
184	Saleslady	Irish	S	19
185	Saleslady	German	M	21
186	Saleslady	German	M	21
187	Cashier	American	S	20
188	Saleslady	German-Irish	S	23

## RETAIL STORES—WOMEN LIVING AT HOME—CONTINUED.

Schooling (Years)	Years of Experience	Average weekly earnings	Hours per day	Hours per week	Average weekly contributions to family	Number
High	3 years	7.00	9	56½	7.00	123
Grammar	2 years	7.00	9	56½		124
Grammar	4 years	7.00	9	56½		125
Three years High	6 years	7.00	9	56½	7.00	126
High	7 months	7.00	9	56½		127
Two years High	2 months	7.00	9	56½	3.50	128
Two years High	3 years	7.00	9	56½	7.00	129
Grammar	3 years	7.00	9	56½	7.00	130
One year High	1 year	7.00	9	56½	7.00	131
One year High	6 years	7.00	9	56½		132
Grammar	1 year	7.00	9	56½	3.50	133
Grammar	3 years	7.00	9	56½		134
Grammar	19 years	7.00	9	56½		135
Grammar	2½ years	7.00	9	56½		136
Grammar	5 years	7.00	9	56½		137
High, College	3 months	7.00	9	56½		138
One year High	9 months	7.50	9	56½		139
Fifth grade	2 years	7.50	9	56½	7.50	140
Seventh Grade	5 years	7.50	9	56½		141
Three years High	1 year	7.50	9	56½		142
Three years High	5 years	7.50	9	56½		143
Two years High	2½ years	7.50	9	56½		144
High	3 years	7.50	9	56½		145
One year High	2 years	7.50	9	56½	7.50	146
Sixth Grade	3 years	7.50	9	56½		147
High	1 year	7.50	9	56½		148
High, one year College	2 years	7.50	9	56½		149
Two years High	3 years	7.50	9	56½	7.50	150
Country	1 year	7.50	9	56½		151
High	3 years	7.50	9	56½		152
Grammar	2 years	8.00	9	56½	8.00	153
One year High	4 years	8.00	9	56½	8.00	154
High	6 years	8.00	9	56½		155
Three years High	5 years	8.00	9	56½	8.00	156
One year High	10 years	8.00	9	56½		157
Grammar	17 years	8.00	9	56½		158
Grammar	5 years	8.00	9	56½	8.00	159
Country	4 years	8.00	9	56½		160
One year High	3 years	8.00	9	56½		161
Grammar	3 years	8.00	9	56½		162
High	2 years	8.00	9	56½		163
High	6 months	8.00	9	56½		164
Grammar	10 years	8.00	9	56½		165
College	6 weeks	8.00	9	56½		166
Grammar	5 years	8.00	9	56½		167
Sixth Grade	4 years	8.00	9	56½	8.00	168
Sixth Grade	4 years	8.00	9	56½	8.00	169
Country	3 years	8.00	9	56½	8.00	170
One year High	6 years	8.00	9	56½	4.50	171
Grammar	6 years	8.00	9	56½	8.00	172
Grammar	2 years	8.00	9	56½	8.00	173
Grammar	34 years	8.00	9	56½		174
Country	2 years	8.00	9	56½		175
Fourth Grade	2 years	8.00	9	56½		176
Seventh Grade	4 years	8.25	9	56½	8.25	177
Sixth Grade	4 years	8.50	9	56½		178
Grammar	5 years	8.50	9	56½		179
Two years High	3 years	8.50	9	56½		180
Grammar	4 years	8.50	9	56½	8.50	181
Sixth Grade	10 years	8.50	9	56½		182
Grammar	5 years	8.75	9	56½		183
Grammar	5 years	8.75	9	56½	8.75	184
Two years High	5 years	8.75	9	56½	8.75	185
High	2 years	8.75	9	56½		186
High	5 years	8.75	9	56½	8.75	187
Grammar, Normal	2 years	9.00	9	56½		188



## DES MOINES, IOWA, DEPARTMENT AND OTHER

Number	Occupation	Nationality or Descent	Single or Married	Age (Years)
189	Saleslady	American	S	21
190	Saleslady	American	S	22
191	Saleslady	Irish	M	22
192	Saleslady	French-Scotch	S	23
193	Saleslady	English	M	38
194	Alteration girl	French-Irish	S	21
195	Alteration girl	American	S	27
196	Seamstress	German	S	22
197	Saleslady	English-French	Divorced	25
198	Saleslady	Irish	S	21
199	Saleslady	American	Divorced	23
200	Saleslady	American	Divorced	38
201	Saleslady	German-Irish	M	23
202	Saleslady	Jewess	S	22
203	Saleslady	American	S	22
204	Saleslady	German	S	23
205	Saleslady	Irish	S	24
206	Saleslady	American	M	24
207	Saleslady	American	Divorced	31
208	Saleslady	Irish	S	23
209	Saleslady	American	M	30
210	Saleslady	German-Irish	Widow	42
211	Saleslady	German	S	18
212	Saleslady	Scotch-Dutch	S	30
213	Saleslady	Scotch	M	29
214	Saleslady	American	S	28
215	Saleslady	American	M	39
216	Department head	Jewess	S	19
217	Saleslady	German	S	34
218	Assistant department head	Dutch	M	42
219	Alteration girl	Jewess	S	22
220	Saleslady	German	S	25
221	Saleslady	Swede	S	21
222	Department head	American	S	27
223	Department head	Scotch-Irish	S	25
224	Saleslady	American	S	23
225	Saleslady	American	S	24
226	Saleslady	Irish	S	23
227	Saleslady	American	M	31
228	Saleslady	Scotch	Widow	45
229	Saleslady	German-Irish	Divorced	26
230	Alteration girl	American	Divorced	34
231	Alteration girl	Swede	S	29
232	Saleslady	American	S	48
233	Seamstress	Irish	S	37
234	Hairdresser	German	S	24
235	Department head	American	M	35
236	Saleslady	German-English	Divorced	28
237	Saleslady	Irish	S	28
238	Saleslady	French-English	S	24
239	Saleslady	American	Widow	31
240	Saleslady	Irish-English	S	28
241	Saleslady	Dutch-Irish	S	24
242	Department head	Canadian	M	41
243	Department head	German	S	32
244	Department head	American	S	23
245	Saleslady	English	M	30
246	Saleslady	American	S	40
247	Saleslady	English-German	S	28
248	Saleslady	Irish	S	27
249	Saleslady	Irish	Widow	39
250	Saleslady	Scotch	Divorced	38
251	Seamstress	German	S	30
252	Saleslady	German	S	25
253	Saleslady	Irish	S	29

## RETAIL STORES—WOMEN LIVING AT HOME—CONTINUED.

Schooling (Years)	Years of Experience	Average weekly earnings	Hours per day	Hours per week	Average weekly contributions to family	Number
One year High	4 years	9.00	9	56½	3.50	189
Two years High	6 years	9.00	9	56½		190
High	2 months	9.00	9	56½		191
Two years Coll., one yr. High	3 years	9.00	9	56½	9.00	192
High	1 year	9.00	9	56½		193
Grammar	1 year	9.00	9	56½		194
Grammar	7 years	9.00	9	56½		195
Grammar	5 years	9.00	9	56½		196
Grammar	6 years	9.25	9	56½	9.25	197
Grammar	4 years	9.25	9	56½	9.25	198
One year High	1 year	9.25	9	56½	9.25	199
Grammar	8 years	9.25	9	56½	4.50	200
College	8 months	9.25	9	56½		201
Seventh Grade	3 years	9.25	9	56½	3.50	202
Grammar	4 years	9.25	9	56½	3.50	203
Grammar	10 years	9.25	9	56½	9.25	204
One year High	6 years	9.25	9	56½		205
Two years High	2 years	9.25	9	56½		206
Three years High	1½ years	9.25	9	56½	9.25	207
Country	4 years	9.25	9	56½		208
Three years High	5 years	9.25	9	56½		209
Country	1½ years	9.25	9	56½		210
Two years high	3 years	9.25	9	56½		211
Grammar	3 years	9.25	9	56½	9.25	212
High	10 years	9.25	9	56½		213
Grammar	9 years	9.25	9	56½	9.25	214
Country	7 years	9.25	9	56½		215
Grammar	6 years	9.25	9	56½	9.25	216
Two years High	4 years	9.25	9	56½	9.25	217
One year High	3 years	9.50	9	56½		218
Russia	7 years	9.50	9	56½	3.50	219
Seventh Grade	6 years	9.50	9	56½	9.50	220
Sixth Grade	5 years	9.75	9	56½	9.75	221
Grammar	5 years	10.00	9	56½	4.00	222
High	3 years	10.00	9	56½		223
One year High	2 years	10.00	9	56½	10.00	224
Grammar	6 years	10.00	9	56½		225
Sixth Grade	5 years	10.00	9	56½		226
Country	5 years	10.00	9	56½		227
High	4 years	10.00	9	56½		228
Three years High	1½ years	10.00	9	56½		229
High	11 years	10.00	9	56½		230
Country	6 years	10.00	9	56½	10.00	231
Two years High	26 years	10.00	9	56½	10.00	232
Grammar	13 years	10.00	9	56½		233
Two years High	4 years	10.00	9	56½	4.00	234
College	9 months	10.50	9	56½		235
High	9 years	10.50	9	56½	10.50	236
Grammar	8 years	10.50	9	56½	10.50	237
High	4 years	10.50	9	56½	4.50	238
Grammar	12 years	10.50	9	56½		239
Two years High	5 years	10.50	9	56½	10.50	240
One year High	5 years	10.50	9	56½		241
Country	17 years	11.25	9	56½		242
Canada	20 years	11.25	9	56½	11.25	243
Country	11 years	11.50	9	56½	11.50	244
Three months High	7 years	11.50	9	56½	11.50	245
Country, three years College	10 years	11.50	9	56½		246
High	15 years	11.50	9	56½	11.50	247
Country	9 years	11.50	9	56½	11.50	248
Grammar	10 years	12.00	9	56½		249
Two years High	4 years	12.00	9	56½		250
Grammar	2 years	12.00	9	56½		251
Country	10 years	12.00	9	56½		252
Two years High	4 years	12.00	9	56½	12.00	253
Grammar	5 years	12.50	9	56½	12.50	254



## DES MOINES, IOWA, DEPARTMENT AND OTHER

Number	Occupation	Nationality or Descent	Single or Married	Age (Years)
255	Department head	German	S	27
256	Department head	Dutch	M	38
257	Department head	American	M	28
258	Alteration girl	Scotch-Irish	Widow	50
259	Seamstress	Scotch	S	30
260	Alteration girl	English	S	31
261	Department head	German	M	23
262	Department head	American	S	32
263	Department head	American	S	23
264	Department head	Jewess	M	26
265	Department head	German	Widow	25
266	Department head	Scotch-Irish	S	34
267	Assistant fitter	American	S	40
268	Saleslady	Irish	S	25
269	Department head	Jewess	S	25
270	Department head	Irish	Widow	45
271	Department head	German-French	S	26
272	Saleslady	French	M	26
273	Fitter	English	S	37
274	Assistant buyer	English-Swede	S	29
275	Fitter	Bohemian	S	21
276	Assistant head	American	S	28
277	Fitter	Swede	S	34
278	Department head	English	Divorced	38
279	Alteration girl head	Irish	S	45
280	Department head	German	S	30
281	Department head	Irish-German	S	40
282	Head fitter	Scotch	Divorced	37
283	Department head	Irish-German	Divorced	32
284	Saleslady	Irish	S	27
285	Saleslady	American	S	33
286	Saleslady	English	S	43
287	Saleslady	Welsh	S	32
288	Assistant buyer	Irish	S	41
289	Department head	Irish	S	40
290	Department head	American	S	39
291	Head buyer	Irish	S	30

## RETAIL STORES—WOMEN LIVING AT HOME—CONTINUED.

Schooling (Years)	Years of Experience	Average weekly earnings	Hours per day	Hours per week	Average weekly contributions to family	Number
Three years High	10 years	12.75	9	56½	12.75	255
Country	6 years	12.75	9	56½		256
Country	6 years	12.75	9	56½		257
High	20 years	13.50	9	56½	13.50	258
Grammar	9 years	14.00	9	56½		259
High	12 years	14.00	9	56½		260
Grammar	4 years	14.00	9	56½		261
High	3 years	14.00	9	56½		262
Grammar	5 years	14.00	9	56½		263
Grammar	10 years	14.00	9	56½		264
High	8 years	14.00	9	56½		265
Grammar	4½ years	14.00	9	56½	6.75	266
Two years College	11 years	14.00	9	56½		267
Grammar	7 years	14.00	9	56½		268
Grammar	10 years	15.00	9	56½	15.00	269
Grammar	15 years	15.00	9	56½		270
One year High	10 years	15.00	9	56½		271
Three years High	10 years	15.00	9	56½		272
High	12 years	15.00	9	56½	15.00	273
Three years High	6 years	15.00	9	56½		274
Grammar	8 years	16.00	9	56½		275
High	4 years	16.00	9	56½		276
Country	12 years	16.00	9	56½	6.75	277
Fifth Grade	5 years	16.00	9	56½	16.00	278
High	13 years	17.00	9	56½	17.00	279
Seventh Grade	12 years	17.00	9	56½	6.00	280
One year College	10 years	17.00	9	56½		281
Grammar	18 years	17.00	9	56½	17.00	282
Grammar	16 years	17.50	9	56½		283
High	7 years	18.00	9	56½		284
High	12 years	18.50	9	56½	18.50	285
College	8 years	20.00	9	56½	20.00	286
High	6 years	20.00	9	56½		287
Grammar	21 years	21.00	9	56½	21.00	288
Two years High	14 years	23.00	9	56½	23.00	289
High	15 years	23.00	9	56½		290
Grammar	10 years	25.00	9	56½		291



## DES MOINES, IOWA, DEPARTMENT AND

Number	Occupation	Nationality or Descent	Single or Married	Age (Years)
1	Saleslady	American	S	19
2	Saleslady	American	S	17
3	Saleslady	English	S	19
4	Saleslady	Danish	S	17
5	Saleslady	Irish	Divorced	25
6	Saleslady	English-Irish	S	30
7	Saleslady	American	S	22
8	Cashier	American	S	21
9	Department head	Scotch-Irish	Widow	40
10	Saleslady	Jewess	S	20
11	Saleslady	German	S	28
12	Saleslady	English	S	25
13	Saleslady	Irish	S	22
14	Marker	Dutch	S	22
15	Saleslady	English	S	24
16	Saleslady	Swede	S	24
17	Saleslady	English-Swede	S	20
18	Saleslady	American	S	34
19	Saleslady	English	S	27
20	Saleslady	Irish	S	22
21	Saleslady	Irish-French	S	20
22	Saleslady	German	S	42
23	Saleslady	American	S	22
24	Saleslady	German	S	21
25	Saleslady	German	S	23
26	Saleslady	American	S	22
27	Saleslady	German	S	27
28	Saleslady	German	S	30
29	Saleslady	American	S	25
30	Saleslady	German	S	24
31	Saleslady	Irish	S	23
32	Saleslady	American	Divorced	27
33	Department head	American	Divorced	28
34	Seamstress	Scotch	S	21
35	Saleslady	German	Widow	21
36	Saleslady	German	S	18
37	Saleslady	Dutch-Scotch	S	28
38	Saleslady	English	Widow	39
39	Saleslady	American	S	30
40	Alteration girl	American	S	28
41	Department head	American	S	23
42	Saleslady	American	Widow	27
43	Saleslady	American	S	26
44	Department head	American	S	38
45	Fitter	English	S	26
46	Department head	Irish	S	22
47	Fitter	Scotch	S	34
48	Saleslady	English	Widow	27
49	Saleslady	German	S	24
50	Saleslady	American	Divorced	27
51	Saleslady	Irish-German	S	29
52	Saleslady	Irish-Dutch	Divorced	35
53	Seamstress and fitter	German-Irish	S	35
54	Saleslady	American	Divorced	37
55	Department head	Irish	S	27
56	Saleslady	Bohemian	S	24
57	Saleslady	Irish-French	S	24
58	Department head	Scotch	S	32
59	Dept. head & Asst. buyer	German	S	25
60	Saleslady	English	Widow	40

## OTHER RETAIL STORES—WOMEN LIVING ADRIFT.

Schooling (Years)	Years of Experience	Average weekly earnings	Average weekly expenditures for shelter, food, etc.	Hours per day	Hours per week	Number
One year High	3 weeks	\$ 5.00	\$ 5.50	9	56½	1
Grammar	6 months	5.00	works ev'gs	9	56½	2
Two years High	1 month	6.00	3.50	9	56½	3
Grammar	2 weeks	6.00	5.00	9	56½	4
Grammar	4 years	6.00	works ev'gs	9	56½	5
Country	1 year	6.00	3.10	9	56½	6
High	6 weeks	6.00	Outside help	9	56½	7
Three years High	2 years	7.00	5.50	9	56½	8
Sixth Grade	12 years	7.00	5.75	9	56½	9
Grammar	2 years	7.00	5.50	9	56½	10
High	8 months	7.00	5.50	9	56½	11
Grammar	2 years	5.00	5.00	9	56½	12
Grammar	5 years	7.00	6.00	9	56½	13
Sixth Grade	7 years	7.00	6.50	9	56½	14
Grammar	1½ years	7.00	Outside help	9	56½	15
Country	1 year	7.00	6.50	9	56½	16
High S., One yr. College	6 months	8.00	5.50	9	56½	17
Two years High	1 year	8.00	3.75	9	56½	18
Country	18 years	8.00	6.85	9	56½	19
High	6 years	8.00	6.25	9	56½	20
Three years High	2½ years	8.00	6.50	9	56½	21
Grammar	1 year	8.00	3.85	9	56½	22
One year High	2 years	8.00	4.50	9	56½	23
Grammar	2 years	8.35	5.75	9	56½	24
Grammar	4 years	9.00	5.00	9	56½	25
Grammar	2½ years	9.00	5.00	9	56½	26
Two years High	3 years	9.00	5.25	9	56½	27
High	6 years	9.25	7.00	9	56½	28
Grammar	2 years	9.25	6.00	9	56½	29
One year High	5 years	9.25	3.25	9	56½	30
High	4 years	9.25	5.00	9	56½	31
Country	4 years	9.25	6.25	9	56½	32
Sixth Grade	6 years	9.50	5.50	9	56½	33
Grammar, one year College	5 years	10.00	3.75	9	56½	34
Country	1 year	10.00	7.50	9	56½	35
One year High	2 years	10.00	5.00	9	56½	36
High	10 years	10.00	7.25	9	56½	37
High	4 years	10.00	7.00	9	56½	38
High	2 years	10.00	6.50	9	56½	39
Grammar	5 years	10.50	4.75	9	56½	40
Three years High	3 years	10.50	5.25	9	56½	41
Grammar	4 years	10.75	7.50	9	56½	42
One year High	4 years	11.00	4.50	9	56½	43
Grammar	12 years	11.50	6.50	9	56½	44
College	1 year	11.50	6.00	9	56½	45
High	2 years	11.50	6.25	9	56½	46
Scotland	20 years	11.50	3.75	9	56½	47
Two years High	7 years	11.50	5.50	9	56½	48
Grammar	5 years	11.50	8.75	9	56½	49
High	8 years	11.50	5.50	9	56½	50
High	10 years	11.50	5.75	9	56½	51
Grammar	7 years	12.00	7.00	9	56½	52
Three years High	12 years	14.00	6.25	9	56½	53
High	10 years	15.00	7.00	9	56½	54
Grammar	9 years	15.00	8.55	9	56½	55
High	6 years	15.00	8.50	9	56½	56
Grammar	3 years	15.00	7.50	9	56½	57
Country	10 years	17.00	7.00	9	56½	58
Two years High	9 years	18.50	6.50	9	56½	59
Country	2 years	18.50	8.00	9	56½	60



## SIOUX CITY, IOWA, DEPARTMENT AND OTHER

Number	Occupation	Nationality or Descent	Single or Married	Age (Years)
1	Cheek girl	Norwegian	S	15
2	Stock girl	American	S	17
3	Messenger girl	German	S	17
4	Messenger girl	German	S	16
5	Cheek girl	American	S	16
6	Cheek girl	Norwegian	S	16
7	Cheek girl	Irish-German	S	15
8	Cheek girl	German	S	14
9	Cheek girl	American	S	15
10	Cheek girl	American	S	15
11	Stock girl	Swede	S	16
12	Stock girl	Irish-French	S	16
13	Cashier	Norwegian	S	16
14	Cashier	Norwegian	S	16
15	Alteration girl	Russian-Jew	S	18
16	Saleslady	German	S	18
17	Saleslady	German	S	19
18	Saleslady	German	S	18
19	Saleslady	English	S	19
20	Saleslady	Norwegian	S	16
21	Saleslady	Swede	S	19
22	Saleslady	Irish	S	16
23	Saleslady	Irish-Swede	S	17
24	Saleslady	German-Irish	S	16
25	Saleslady	German-Irish	S	18
26	Saleslady	English	S	18
27	Saleslady	German	S	17
28	Saleslady	German	S	18
29	Cashier	Irish	S	16
30	Saleslady	Swede	S	20
31	Stock girl	Swede	S	17
32	Stock girl	English	S	17
33	Stock girl	Norwegian	S	16
34	Saleslady	Scotch-Irish	S	18
35	Saleslady	American	S	18
36	Saleslady	English	S	18
37	Saleslady	French-English	S	20
38	Saleslady	American	S	17
39	Saleslady	German	S	21
40	Saleslady	Irish	S	18
41	Saleslady	French	Married	27
42	Saleslady	Swede	S	18
43	Saleslady	German	S	19
44	Saleslady	English	S	19
45	Saleslady	American	S	16
46	Saleslady	German	Single	26
47	Saleslady	English	S	17
48	Alteration girl	English	Married	26
49	Stock girl	Norwegian	S	19
50	Saleslady	French-Swede	S	19
51	Saleslady	Irish	S	18
52	Saleslady	French	S	20
53	Saleslady	Dane	S	17
54	Saleslady	Scotch	S	19
55	Saleslady	German	Single	22
56	Saleslady	Irish	S	17
57	Alteration girl	American	Single	21
58	Alteration girl	Russian-Jew	S	18
59	Saleslady	English-Irish	S	20
60	Saleslady	Irish	S	17
61	Saleslady	Norwegian	S	19
62	Cashier	Swede	S	21
63	Head department	Welsh	S	20
64	Head department	Swede	Single	22
65	Department head	German-Swede	S	20
66	Department head	Norwegian	S	20
67	Saleslady	Swede	S	19

## RETAIL STORES—WOMEN LIVING AT HOME.

Schooling (Years)	Years of Experience	Average weekly earnings	Hours per day	Hours per week	Average weekly contributions to family	Number
Seventh grade	4 months	\$ 3.00	8	51	\$ 3.00	1
Eighth grade	7 months	3.50	8	51	3.00	2
Sixth grade	1½ years	3.50	8	51	3.50	3
Grammar	2 weeks	3.50	8	51	3.50	4
Seventh grade	2 weeks	3.50	8	51	3.50	5
Seventh grade	9 months	3.50	8	51	3.50	6
Grammar	5 months	3.50	8	51	3.50	7
Grammar	3 months	3.50	8	51	3.50	8
Seventh grade	3 months	3.50	8	51	3.50	9
Grammar	4 months	3.50	8	51	3.50	10
Fifth grade	2 years	4.00	8	51	4.00	11
Grammar	6 months	4.00	8	51	4.00	12
Seventh grade	1 year	4.00	8	51	4.00	13
Grammar	1 month	4.00	8	51	4.00	14
Russia	2 weeks	4.00	8	51	4.00	15
Grammar	2 years	4.50	8	51	4.50	16
2½ years high	6 months	4.50	8	51	4.50	17
2 years high	4 months	4.50	8	51	4.50	18
3 years high	6 months	4.50	8	51	4.50	19
Grammar	6 months	4.50	8	51	4.50	20
2 years high	2 years	4.50	8	51	4.50	21
Seventh grade	2 months	4.50	8	51	4.50	22
Seventh grade	1 month	4.50	8	51	4.50	23
Grammar	2 years	4.50	8	51	4.50	24
High school	4 months	4.50	8	51	4.50	25
1st year high	7 months	4.50	8	51	4.50	26
Grammar	6 months	4.50	8	51	4.50	27
2½ years high	8 months	4.50	8	51	4.50	28
2 years high	8 months	5.00	8	51	5.00	29
Grammar	1 year	5.00	8	51	5.00	30
2 years high	4 weeks	5.00	8	51	5.00	31
1 year high	9 months	5.00	8	51	5.00	32
Sixth grade	2 months	5.00	8	51	5.00	33
½ year high	6 days	5.00	8	51	5.00	34
Grammar	2 years	5.00	8	51	5.00	35
3 years high	6 months	5.00	8	51	5.00	36
Grammar	8 months	5.00	8	51	3.00	37
Sixth grade	6 months	5.00	8	51	1.50	38
Grammar	1½ years	5.00	8	51	5.00	39
Grammar	1 year	5.00	8	51	5.00	40
Grammar	4 years	5.00	8	51	5.00	41
Grammar	3 years	5.50	8	51	5.00	42
Grammar	2 years	5.50	8	51	5.50	43
Grammar	2 years	5.50	8	51	3.50	44
Seventh grade	1 year	5.50	8	51	5.50	45
2 years high	2 years	6.00	8	51	6.00	46
2 years high	7 months	6.00	8	51	6.00	47
Country school	6 years	6.00	8	51	6.00	48
Norway	6 years	6.00	8	51	6.00	49
Grammar	2 years	6.00	8	51	6.00	50
High	1 week	6.00	8	51	6.00	51
Grammar	1 week	6.00	8	51	6.00	52
2 years high	3 months	6.00	8	51	6.00	53
2 years high	1 year	6.00	8	51	6.00	54
Grammar	1½ years	6.00	8	51	6.00	55
2 years high	3 years	6.00	8	51	6.00	56
Seventh grade	3 years	6.00	8	51	6.00	57
Russia	4 months	6.00	8	51	6.00	58
2 years high	2 years	6.00	8	51	6.00	59
Grammar	2 years	6.50	8	51	6.50	60
Seventh grade	4 years	7.00	8	51	7.00	61
Grammar	6 years	7.00	8	51	7.00	62
Fifth grade	2 years	7.00	8	51	3.00	63
Sixth grade	9 months	7.00	8	51	2.50	64
3 years high	1 year	7.00	8	51	7.00	65
Grammar, business college	2 years	7.00	8	51	7.00	66
High	1 year	7.00	8	51	7.00	67



## SIOUX CITY, IOWA, DEPARTMENT AND OTHER

Number	Occupation	Nationality or Descent	Single or Married	Age (Years)
68	Saleslady	American	S	19
69	Saleslady	German	S	19
70	Saleslady	Swede	S	19
71	Saleslady	American	S	20
72	Saleslady	English	Widow	32
73	Saleslady	American	Married	23
74	Saleslady	German	Married	21
75	Saleslady	Swede	S	20
76	Saleslady	Irish-German	S	20
77	Saleslady	Scotch	S	21
78	Pitter	American	S	18
79	Alteration girl	Russian-Jew	S	19
80	Saleslady	French	S	19
81	Saleslady	American	Widow	28
82	Saleslady	American	Married	21
83	Saleslady	American	S	20
84	Saleslady	Irish	S	18
85	Saleslady	Irish	S	19
86	Saleslady	Jewess	S	19
87	Saleslady	English	S	20
88	Saleslady	American	S	19
89	Cashier	Irish	S	19
90	Saleslady	American	S	19
91	Saleslady	American	S	19
92	Saleslady	English-Irish	S	21
93	Saleslady	Jewess	S	19
94	Wrapper	American	S	18
95	Alteration girl	English-German	Married	30
96	Saleslady	American	Married	22
97	Saleslady	German	S	18
98	Saleslady	German	S	21
99	Saleslady	German	S	20
100	Saleslady	American	S	20
101	Saleslady	American	Divorced	39
102	Saleslady	Scotch-Irish	Married	33
103	Saleslady	American	Single	26
104	Saleslady	Irish	Single	22
105	Saleslady	German-English	Single	20
106	Saleslady	English	Divorced	44
107	Saleslady	German	Single	23
108	Saleslady	German	Single	26
109	Saleslady	Norwegian	Single	21
110	Saleslady	American	Single	27
111	Department head	American	Single	19
112	Saleslady	German	Widow	35
113	Saleslady	American	Single	23
114	Saleslady	German	Single	22
115	Saleslady	English	Married	25
116	Saleslady	Norwegian	Single	21
117	Saleslady	Scotch	Single	25
118	Saleslady	Dutch	Single	21
119	Saleslady	German	Single	23
120	Saleslady	Jewess	Single	21
121	Saleslady	Norwegian	S	19
122	Saleslady	Jewess	S	21
123	Saleslady	French-Norwegian	S	20
124	Saleslady	Irish	S	20
125	Cashier	American	S	18
126	Saleslady	English-Irish	Divorced	26
127	Hat maker	Scotch	Married	35
128	Alteration girl	Irish	Single	45
129	Saleslady	Irish	S	19
130	Saleslady	American	Single	25
131	Saleslady	German	Single	23
132	Saleslady	American	S	20
133	Saleslady	German	S	24
134	Saleslady	Scotch	S	19
135	Saleslady	American	S	20
136	Saleslady	English	Single	26

## RETAIL STORES—WOMEN LIVING AT HOME—CONTINUED.

Schooling (Years)	Years of Experience	Average weekly earnings	Hours per day	Hours per week	Average weekly contributions to family	Number
3½ years high	9 months	7.00	8	51	7.00	68
3 years high	5 years	7.00	8	51	7.00	69
Grammar	1 year	7.00	8	51	7.00	70
Grammar	1 year	7.00	8	51	7.00	71
Country school	8 months	7.00	8	51	8.00	72
Grammar	6 months	7.00	8	51	7.00	73
Grammar	1 week	7.00	8	51	7.00	74
Grammar	2 years	7.00	8	51	7.00	75
Grammar	9 months	7.00	8	51	7.00	76
2 years high	2 years	7.00	8	51	4.00	77
Seventh grade	4 years	7.00	8	51	4.00	78
Russia	3 weeks	7.50	8	51	7.50	79
2 years high	6 months	7.50	8	51	7.50	80
3½ years high	2 years	7.50	8	51	7.50	81
2 years high	2 months	7.50	8	51	7.50	82
Sixth grade	4 months	7.50	8	51	7.50	83
3rd year high	2 years	7.50	8	51	7.50	84
2 years high	1 month	7.50	8	51	7.50	85
Grammar	2 months	7.50	8	51	7.50	86
High	1 year	7.50	8	51	7.50	87
Grammar	6 months	7.50	8	51	7.50	88
2 years high	6 months	7.50	8	51	7.50	89
Grammar	2 years	7.50	8	51	7.50	90
Grammar	4 years	7.50	8	51	7.50	91
Grammar, business college	6 months	7.50	8	51	7.50	92
Grammar	3 years	7.50	8	51	7.50	93
Seventh grade	2 years	7.50	8	51	7.50	94
1 year high	6 months	7.50	8	51	7.50	95
Grammar	3 months	7.50	8	51	7.50	96
3 years high	1 year	7.50	8	51	7.50	97
Grammar	2 years	7.50	8	51	7.50	98
1 year high	2 years	7.50	8	51	7.50	99
Sixth grade	6 years	7.50	8	51	7.50	100
High	5 years	7.50	8	51	7.50	101
High	3 years	7.50	8	51	7.50	102
3 years high	3 years	7.50	8	51	7.50	103
Grammar	4 years	8.00	8	51	8.00	104
Grammar	12 years	8.00	8	51	8.00	105
Grammar	8 years	8.00	8	51	8.00	106
High	3 years	8.00	8	51	8.00	107
Grammar	2 years	8.00	8	51	8.00	108
3 years high	6 years	8.00	8	51	8.00	109
Grammar	4 years	8.00	8	51	8.00	110
Grammar	1 month	8.00	8	51	8.00	111
1 year high	2 years	8.00	8	51	8.00	112
Grammar	4 years	8.00	8	51	8.00	113
High	6 months	8.00	8	51	8.00	114
Sixth grade	2½ years	8.00	8	51	8.00	115
2 years high	1 year	8.00	8	51	8.00	116
2 years high	3 years	8.00	8	51	8.00	117
Grammar	3 years	8.00	8	51	8.00	118
Grammar	1 year	8.00	8	51	8.00	119
Grammar	2½ years	8.00	8	51	8.00	120
Fifth grade	4 years	8.00	8	51	8.00	121
Grammar	2 years	8.00	8	51	8.00	122
2 years high	5 years	8.00	8	51	8.00	123
Sixth grade	4 years	8.00	8	51	8.00	124
2 years high	7 years	8.00	8	51	8.00	125
High	2 years	8.00	8	51	8.00	126
Ireland	10 years	8.50	8	51	8.50	127
Grammar	2 years	8.50	8	51	8.50	128
3 years high	4 years	8.50	8	51	8.50	129
High	2 months	9.00	8	51	9.00	130
High	2 years	9.00	8	51	9.00	131
Grammar	4 years	9.00	8	51	9.00	132
2 years high	2 years	9.00	8	51	9.00	133
2 years high	2 years	9.00	8	51	9.00	134
1 year high	2 years	9.00	8	51	9.00	135



## SIOUX CITY, IOWA, DEPARTMENT AND OTHER

Number	Occupation	Nationality or Descent	Single or Married	Age (Years)
137	Saleslady	German	Married	28
138	Department head	Scotch	S	19
139	Saleslady	Swede	S	23
140	Department head	American	S	20
141	Alteration girl	German	Single	29
142	Alteration girl	German	Single	19
143	Alteration girl	American	Married	27
144	Alteration girl	American	Widow	43
145	Saleslady	Russian-Jew	Single	26
146	Saleslady	German	Single	26
147	Saleslady	Norwegian-French	Widow	38
148	Saleslady	English	Widow	32
149	Saleslady	American	Divorced	40
150	Saleslady	Bohemian	Married	20
151	Saleslady	Jewess	S	20
152	Saleslady	American	Single	26
153	Saleslady	English	Married	35
154	Saleslady	American	Single	23
155	Saleslady	Irish	Single	27
156	Saleslady	American	Married	23
157	Saleslady	Scotch	Single	27
158	Saleslady	Norwegian	Single	25
159	Saleslady	French	S	19
160	Department head	English	S	21
161	Department head	German	Married	40
162	Saleslady	Irish	S	19
163	Department head	German	Married	26
164	Department head	German	Single	26
165	Department head	Swede	Single	27
166	Saleslady	Swede	Single	27
167	Hat maker	Swede	Single	23
168	Hat maker	Dane	Single	28
169	Alteration girl	Welsh	Divorced	36
170	Music girl	German	S	20
171	Alteration girl	German	Widow	24
172	Alteration girl	Norwegian	Widow	30
173	Department head	German	Single	36
174	Saleslady	American	S	19
175	Saleslady	Russian-Jew	S	18
176	Department head	English-Irish	Married	27
177	Department head	Irish	Single	25
178	Saleslady	German	Single	26
179	Alteration girl	American	Married	40
180	Saleslady	German	Married	33
181	Saleslady	American	Widow	35
182	Department head	German	S	22
183	Fitter	German-Scotch	Single	23
184	Department head	Irish	Married	26
185	Department head	American	Single	24
186	Department head	English	Single	40
187	Department head	Irish	Single	62
188	Trimmer	Irish	Single	24
189	Fitter	Jewess	Single	28
190	Saleslady	Irish	Single	30
191	Saleslady	Irish-Scotch	Single	21
192	Saleslady	Russian-Jew	Single	25
193	Saleslady	French	Widow	42
194	Department head	Irish	Single	24
195	Fitter	Irish	Single	47
196	Department head	Dutch	Widow	40
197	Saleslady	English-German	Married	30
198	Department head	Bohemian	Divorced	44
199	Assistant buyer	English	Married	32
200	Department head	Scotch	Single	27
201	Saleslady	German	Married	30
202	Department head	German	Married	28
203	Assistant trimmer	American	Married	35
204	Saleslady	Irish	Widow	42
205	Head fitter	English	Widow	45

## RETAIL STORES—WOMEN LIVING AT HOME—CONTINUED.

Schooling (Years)	Years of Experience	Average weekly earnings	Hours per day	Hours per week	Average weekly contributions to family	Number
Seventh grade	8 years	9.00	8	51		137
High school	2 years	9.00	8	51		138
First year high	2 years	9.00	8	51		139
Sixth grade	7 years	9.00	8	51	4.50	140
Grammar	2½ years	9.00	8	51	9.00	141
Grammar	2½ years	9.00	8	51	9.00	142
First year high	5 years	9.00	8	51		143
Grammar	2 years	9.00	8	51		144
Russia	7 years	10.00	8	51		145
Grammar	6 months	10.00	8	51		146
High	7 months	10.00	8	51		147
Grammar	2 years	10.00	8	51		148
Grammar	1½ years	10.00	8	51		149
1 year high	6 years	10.00	8	51		150
Grammar	6 years	10.00	8	51		151
1 year high	8 years	10.00	8	51	4.00	152
High	7 years	10.00	8	51		153
Sixth grade	10 years	10.00	8	51	10.00	154
2 years high	8 years	10.00	8	51		155
2 years high	2½ years	10.00	8	51		156
3 years high	4 years	10.00	8	51		157
Country school	3 years	10.00	8	51		158
Seventh grade	2½ years	10.00	8	51	10.00	159
High	5 years	10.00	8	51	10.00	160
Grammar	8 years	10.00	8	51		161
1 year high	2 years	10.00	8	51	2.00	162
1 year high	1½ years	10.00	8	51		163
Grammar	7 years	10.00	8	51		164
Grammar	7 years	10.00	8	51	4.00	165
2 years high	3 weeks	10.00	8	51		166
Grammar	8 years	10.00	8	51		167
Seventh grade	5 years	10.00	8	51		168
Country school	7 years	10.00	8	51		169
Grammar	3 years	10.00	8	51		170
Grammar	6 years	10.50	8	51		171
Grammar	5 years	10.50	8	51		172
Grammar	21 years	11.00	8	51		173
Grammar	2 years	11.00	8	51	11.00	174
Grammar, Bus. College	3 months	12.00	8	51		175
1 year high	8 years	12.00	8	51		176
High	6 years	12.00	8	51		177
Grammar	8 years	12.00	8	51		178
Country	6 years	12.00	8	51		179
High school	2 years	12.00	8	51		180
High school	7 years	12.50	8	51		181
2 years high	7 years	13.50	8	51		182
2 years high	7 years	13.50	8	51		183
First year high	5 years	14.50	8	51		184
Grammar	10 years	15.00	8	51		185
First year high	18 years	15.00	8	51		186
None	17 years	15.00	8	51		187
Grammar	6 years	15.00	8	51		188
Russia	6 years	15.00	8	51		189
High	6 years	15.00	8	51		190
Grammar	4 years	15.00	8	51		191
Grammar	12 years	15.00	8	51		192
High school	15 years	17.50	8	51		193
Normal, Sixth grade	7 years	17.50	8	51		194
Country school	17 years	18.00	8	51		195
Country school	15 years	18.00	8	51		196
2 years high	6 years	18.00	8	51		197
Grammar	20 years	18.50	8	51		198
1½ years high	17 years	20.00	8	51		199
Grammar	7 years	20.00	8	51		200
High	10 years	20.00	8	51		201
Grammar	14 years	25.00	8	51		202
3 years high	19 years	25.00	8	51		203
Grammar	25 years	25.00	8	51		204
Country	22 years	35.00	8	51		205



## SIOUX CITY, IOWA, DEPARTMENT AND OTHER

Number	Occupation	Nationality or Descent	Single or Married	Age (Years)
1	Saleslady	American		19
2	Saleslady	American		21
3	Saleslady	American	Single	22
4	Saleslady	German	Single	22
5	Saleslady	Norwegian		23
6	Saleslady	English		20
7	Saleslady	American	Divorced	50
8	Saleslady	American	Divorced	37
9	Saleslady	American	Divorced	26
10	Department head	English	Single	27
11	Saleslady	Irish	Married	26
12	Saleslady	German-French	Divorced	37
13	Saleslady	American	Married	27
14	Department head	German	Single	26
15	Department head	Dutch	Single	29
16	Saleslady	Scotch	Single	25
17	Saleslady	German-French	Married	24
18	Alteration girl	Irish	Single	33
19	Department head	Swede	Single	26
20	Hat maker	Norwegian	Single	25
21	Saleslady	German	Single	25
22	Saleslady	German	Single	32
23	Trimmer	American	Single	21
24	Saleslady	French	Single	21
25	Department head	American	Divorced	39
26	Saleslady	German	Single	27
27	Fitter	American	Divorced	35
28	Saleslady	Irish	Single	32
29	Saleslady	French-Scotch	Single	31
30	Saleslady	English	Single	25
31	Saleslady	French	Single	28

## RETAIL STORES—WOMEN LIVING ADRIFT.

Schooling (Years)	Years of Experience	Average weekly earnings	Average weekly expenditures for car fare, shelter, food, etc.	Hours per day	Hours per week	Number
Eighth grade	2 years	\$ 7.50	\$ 5.00	8	51	1
First year high	1 year	7.50	4.50	8	51	2
High, 1 year college	1 year	7.50	4.50	8	51	3
Grammar, 1½ years college	2 years	7.50	5.00	8	51	4
High	1 year	7.50	5.50	8	51	5
High	1 year	8.50	6.00	8	51	6
Country	2 years	7.50	5.75	8	51	7
High	6 months	7.50	7.00	8	51	8
First year high	5 years	8.00	5.50	8	51	9
High	6 years	8.00	6.50	8	51	10
High	1 year	8.00	5.50	8	51	11
Grammar	1½ years	8.00	6.50	8	51	12
High	6 years	9.00	6.75	8	51	13
2 years high	5 years	9.00	6.50	8	51	14
Grammar	5 years	9.50	5.00	8	51	15
1 year high	8 years	10.00	6.50	8	51	16
Sixth grade	6 years	10.00	6.00	8	51	17
Country	2½ years	10.00	7.25	8	51	18
Grammar	6 years	10.00	6.25	8	51	19
Grammar	8½ years	10.00	5.75	8	51	20
Eighth grade	6 years	12.00	6.50	8	51	21
High, normal	7 years	12.00	8.25	8	51	22
Grammar	5 years	12.00	7.75	8	51	23
High	2 years	12.00	7.25	8	51	24
Sixth grade	5 years	15.00	7.75	8	51	25
2 years high	9 years	16.00	8.75	8	51	26
Country	18 years	15.00	8.25	8	51	27
High	8 years	16.50	8.50	8	51	28
High	13 years	16.50	8.75	8	51	29
High	4 years	20.00	7.50	8	51	30
High	10 years	25.00	9.75			31



## DAVENPORT, IOWA, DEPARTMENT AND

Number	Occupation	Nationality or Descent	Single or Married	Age (Years)
1	Cash girl	German	S	16
2	Stock girl	German	S	19
3	Stock girl	Swede	S	16
4	Inspector	German	S	15
5	Inspector	German	S	17
6	Saleslady	German	S	17
7	Saleslady	German	S	19
8	Saleslady	German	S	23
9	Saleslady	German	S	17
10	Saleslady	German	S	16
11	Saleslady	German	S	22
12	Saleslady	German	S	26
13	Saleslady	Irish	S	21
14	Saleslady	German	S	16
15	Saleslady	Irish	S	19
16	Saleslady	German	S	17
17	Saleslady	German	S	31
18	Saleslady	German	S	20
19	Saleslady	Scotch	S	19
20	Saleslady	German	S	20
21	Saleslady	German	S	17
22	Saleslady	German	S	24
23	Saleslady	French	S	18
24	Saleslady	German	S	19
25	Saleslady	Irish-German	S	20
26	Saleslady	Irish	S	20
27	Saleslady	Swede	S	19
28	Saleslady	Scotch-Irish	S	18
29	Saleslady	American	S	20
30	Department head	German	S	25
31	Saleslady	Irish-English	S	21
32	Saleslady	Irish	S	22
33	Saleslady	Irish-German	S	21
34	Saleslady	German	S	19
35	Saleslady	Dutch	S	21
36	Saleslady	German	S	22
37	Saleslady	German	S	19
38	Saleslady	German	S	24
39	Saleslady	German	S	17
40	Saleslady	American	M	22
41	Saleslady	German	S	20
42	Cashier	German	S	35
43	Cashier	German	S	24
44	Cashier	German	M	28
45	Department head	German-French	S	25
46	Department head	German-Irish	S	22
47	Saleslady	Irish	S	24
48	Saleslady	German	S	19
49	Saleslady	German	M	24
50	Saleslady	German	S	18
51	Saleslady	German	S	23
52	Saleslady	English	S	34
53	Department head	Irish	S	21
54	Saleslady	German	S	21
55	Department head	German	S	22
56	Department head	Irish-Scotch	S	33
57	Alteration girl	American	S	26
58	Demonstrator	German	M	25
59	Saleslady	German	M	31
60	Saleslady	German	S	40
61	Saleslady	German	S	30
62	Saleslady	Bohemian	S	23
63	Saleslady	German	S	20
64	Saleslady	English	M	24
65	Saleslady	German	S	26
66	Saleslady	German	S	25

## OTHER RETAIL STORES—WOMEN LIVING AT HOME.

Schooling (Years)	Years of Experience	Average weekly earnings	Hours per day	Hours per week	Average weekly contributions to family	Number
Seventh Grade	9 months	\$ 3.00	8½	53	3.00	1
Ninth Grade	1½ years	4.00	8½	53	4.00	2
Eighth Grade	1 day	4.00	8½	53	4.00	3
Eighth Grade	4 months	4.00	8½	53	4.00	4
Eighth Grade	2 years	4.00	8½	53	4.00	5
Two and one-half years High	1 month	4.00	8½	53	4.00	6
Two and one-half years High	7 months	4.00	8½	53	4.00	7
Grammar	5 years	4.00	8½	53	4.00	8
Grammar	1 week	4.00	8½	53	4.00	9
Eighth Grade	7 months	4.00	8½	53	4.00	10
Seventh Grade	2 weeks	4.00	8½	53	4.00	11
Two years High	3 years	4.50	8½	53	4.00	12
Seventh Grade	6 months	4.50	8½	53	4.50	13
Eighth Grade	6 months	4.50	8½	53	4.50	14
Grammar	2 years	4.50	8½	53	4.50	15
Grammar	2½ years	4.50	8½	53	4.50	16
High	6 years	5.00	8½	53	5.00	17
Eighth Grade	2 years	5.00	8½	53	5.00	18
High	1 year	5.00	8½	53	5.00	19
Eighth Grade	3 years	5.00	8½	53	5.00	20
Seventh Grade	4 months	5.00	8½	53	5.00	21
Grammar	1½ years	5.00	8½	53	5.00	22
Eighth Grade	1½ years	5.00	8½	53	5.00	23
One year High	1 year	5.00	8½	53	5.00	24
Grammar	4 years	5.00	8½	53	5.00	25
One year High	3 years	5.00	8½	53	5.00	26
Eighth Grade	2 years	5.00	8½	53	5.00	27
Seventh Grade	3 years	5.00	8½	53	5.00	28
Grammar	3 years	5.50	8½	53	5.50	29
Grammar	7 years	6.00	8½	53	6.00	30
One year High	4 years	6.00	8½	53	5.00	31
Grammar	2 years	6.00	8½	53	3.50	32
One year High	3 years	6.00	8½	53	6.00	33
Grammar	3½ years	6.00	8½	53	6.00	34
Grammar	3½ years	6.00	8½	53	6.00	35
Seventh Grade	3 months	6.00	8½	53	3.50	36
Three years High	9 months	6.00	8½	53	6.00	37
Eighth Grade	7 years	6.00	8½	53	6.00	38
Seventh Grade	2½ years	6.00	8½	53	6.00	39
Grammar	1 year	6.00	8½	53	6.00	40
Two years High	1 week	6.00	8½	53	3.50	41
Seventh Grade	3 months	7.00	8½	53	7.00	42
Grammar	4 years	7.00	8½	53	4.00	43
Grammar	3 years	7.00	8½	53	4.00	44
Grammar	6 years	7.00	8½	53	3.50	45
Grammar	4 years	7.00	8½	53	4.00	46
Grammar	3 months	7.00	8½	53	4.00	47
Grammar	1 year	7.00	8½	53	4.00	48
One year High	3 months	7.00	8½	53	4.00	49
Grammar	3½ years	7.00	8½	53	4.00	50
Grammar	5 years	7.00	8½	53	4.00	51
Grammar	2 years	7.50	8½	53	4.00	52
Eighth Grade	4 years	7.50	8½	53	7.50	53
Grammar	6 years	7.50	8½	53	7.50	54
Seventh Grade	8 months	8.00	8½	53	4.00	55
Two years High	12 years	8.00	8½	53	4.50	56
High Sch.	3 years	8.00	8½	53	8.00	57
Two yrs. High, two yrs. Coll.	6 months	8.00	8½	53	4.00	58
High	1 week	8.00	8½	53	4.00	59
Grammar	20 years	8.00	8½	53	8.00	60
Three years High	4 years	8.00	8½	53	4.50	61
Grammar	8 years	8.00	8½	53	4.50	62
Grammar	7 years	8.00	8½	53	8.00	63
One year High	2½ years	8.00	8½	53	4.00	64
Three years High	2 years	8.00	8½	53	4.50	65
Grammar	6 years	8.00	8½	53	8.00	66



## DAVENPORT, IOWA, DEPARTMENT AND OTHER

Number	Occupation	Nationality or Descent	Single or Married	Age (Years)
67	Saleslady	German	M	30
68	Saleslady	Scotch-German	Widow	45
69	Saleslady	Dane	S	23
70	Department head	Irish	S	24
71	Alteration girl	American	S	55
72	Saleslady	German	S	24
73	Saleslady	Irish	S	38
74	Saleslady	Irish	S	25
75	Saleslady	German	S	31
76	Saleslady	American	S	28
77	Saleslady	French-Scotch	M	45
78	Saleslady	French	S	29
79	Alteration girl	Dane	M	37
80	Saleslady	English	Divorced	50
81	Saleslady	Irish	S	28
82	Saleslady	English-German	S	20
83	Saleslady	German	S	42
84	Saleslady	Irish-German	S	28
85	Saleslady	American	S	37
86	Saleslady	English	M	28
87	Saleslady	Swede	S	26
88	Department head	German	S	50
89	Saleslady	German	S	36
90	Saleslady	Scotch	M	32
91	Department head	German	S	21
92	Saleslady	Irish	M	50
93	Saleslady	Irish	S	30
94	Department head	German-English	S	23
95	Department head	Irish	S	29
96	Saleslady	French	S	25
97	Saleslady	German	S	24
98	Buyer	Irish	S	39
99	Dept. head (asst.)	Irish	S	40
100	Department head	French-German	M	40
101	Department head	German	S	40
102	Saleslady	Irish	S	32

## DAVENPORT, IOWA, DEPARTMENT AND OTHER

Number	Occupation	Nationality or Descent	Single or Married	Age (Years)
1	Saleslady	Swede	--	17
2	Alteration girl	Swede	--	19
3	Saleslady	French	Divorced	23
4	Alteration girl	French	Divorced	30
5	Saleslady	Irish	S	36
6	Department head	Swede	S	22
7	Department head	German	M	52
8	Saleslady	German	S	28
9	Saleslady	German	S	36
10	Saleslady	Scotch	Divorced	32
11	Saleslady	German	S	38
12	Department head	German	S	42
13	Department head	German	S	40
14	Department head	German	S	37
15	Head trimmer	German	S	50

## RETAIL STORES—WOMEN LIVING AT HOME—CONTINUED.

Schooling (Years)	Years of Experience	Average weekly earnings	Hours per day	Hours per week	Average weekly contributions to family	Number
Grammar	16 years	8.00	8½	53		67
Grammar	10 years	8.00	8½	53		68
Eighth Grade	5 years	8.50	8½	53	4.50	69
Two years High	6 years	9.00	8½	53		70
Grammar	22 years	9.00	8½	53	4.50	71
Grammar	7 years	9.00	8½	53		72
Grammar	14 years	9.00	8½	53	5.00	73
Grammar	11 years	9.00	8½	53	9.00	74
Eighth Grade	6 years	9.00	8½	53	5.00	75
High	6 years	9.00	8½	53		76
Grammar	15 years	9.00	8½	53		77
Grammar	14 years	9.00	8½	53		78
Eighth Grade	7 years	10.00	8½	53		79
Grammar	31 years	10.00	8½	53		80
Grammar	9 years	10.00	8½	53	10.00	81
Three years High	4 years	10.00	8½	53	4.50	82
Grammar	8 years	10.00	8½	53		83
Eighth Grade	14 years	10.00	8½	53	4.50	84
High	2 years	10.00	8½	53		85
Three and one-half yrs. High	5 years	10.00	8½	53		86
Sixth Grade	7 years	11.00	8½	53	11.00	87
Eighth Grade	15 years	11.00	8½	53	4.00	88
High	10 years	11.00	8½	53	11.00	89
High	8 years	12.00	8½	53	11.00	90
Three and one-half yrs. High	5½ years	12.00	8½	53	12.00	91
One year High	11 years	12.00	8½	53	12.00	92
Grammar	9 years	12.00	8½	53	12.00	93
Two years High	6 years	12.00	8½	53		94
Grammar	10 years	12.00	8½	53		95
Two years High	5 years	12.00	8½	53	12.00	96
Grammar	7 years	12.00	8½	53		97
Grammar	8 years	14.00	8½	53	12.00	98
Three years High	18 years	15.00	8½	53	15.00	99
One year High	1 year	16.00	8½	53		100
Two years High	25 years	18.00	8½	53		101
Two years High	14 years	18.00	8½	53		102

## RETAIL STORES—WOMEN LIVING ADrift.

Schooling (Years)	Years of Experience	Average weekly earnings	Average weekly expenditures for car fare, shelter, food, etc.	Hours per day	Hours per week	Number
Two years High	4 months	\$ 4.50	\$ 4.00	8½	53	1
Seventh Grade	3 months	4.50	4.00	8½	53	2
High	7 years	9.00	5.00	8½	53	3
Grammar	12 years	9.00	6.00	8½	53	4
Seventh Grade	4 years	9.00	6.50	8½	53	5
One year High	4 months	9.00	6.50	8½	53	6
One year High	8 years	9.00	7.00	8½	53	7
Grammar	4½ years	12.00	7.00	8½	53	8
High School	15 years	12.00	6.00	8½	53	9
High	8 years	12.00	6.00	8½	53	10
Grammar	22 years	15.00	8.25	8½	53	11
Grammar	32 years	17.00	6.75	8½	53	12
Two years High	5 years	18.00	7.25	8½	53	13
Seventh Grade	22 years	25.00	8.75	8½	53	14
One year High	25 years	25.00	8.00	8½	53	15



## DUBUQUE, IOWA, DEPARTMENT AND OTHER

Number	Occupation	Nationality or Descent	Single or Married	Age (Years)
1	Cheek girl	German-English	Single	17
2	Stock girl	German	S	16
3	Saleslady	German	S	17
4	Saleslady	German	S	16
5	Cashier	Irish	S	17
6	Saleslady	German-Norwegian	S	17
7	Saleslady	German-Irish	S	16
8	Saleslady	German	S	17
9	Saleslady	German	S	19
10	Saleslady	American	S	16
11	Saleslady	English	S	18
12	Saleslady	German	S	19
13	Saleslady	German-Irish	S	17
14	Saleslady	English-German	S	16
15	Saleslady	Irish-German	S	16
16	Saleslady	American	S	16
17	Saleslady	American	S	16
18	Saleslady	German	S	18
19	Cashier	American	S	17
20	Saleslady	German	S	19
21	Saleslady	English	S	19
22	Saleslady	Irish	S	20
23	Saleslady	Irish	S	18
24	Saleslady	German	S	18
25	Saleslady	German	S	19
26	Cashier	Irish	S	17
27	Cashier	Irish	S	18
28	Cashier	Irish-German	S	20
29	Saleslady	American	S	20
30	Saleslady	Irish	S	17
31	Saleslady	German	S	18
32	Saleslady	American	S	19
33	Saleslady	Irish	S	20
34	Saleslady	American	S	19
35	Saleslady	Irish	S	17
36	Cashier	Irish	S	16
37	Cashier	English-Scotch	S	17
38	Stock girl	Irish	S	17
39	Saleslady	American	S	19
40	Saleslady	American	S	18
41	Saleslady	German	S	17
42	Saleslady	German	S	22
43	Saleslady	American	S	17
44	Saleslady	American	S	21
45	Saleslady	German	S	17
46	Saleslady	German	S	21
47	Saleslady	German	S	19
48	Saleslady	German	S	18
49	Saleslady	Irish	S	19
50	Saleslady	German	S	23
51	Saleslady	German	S	20
52	Saleslady	English	S	23
53	Saleslady	Irish	S	23
54	Saleslady	Irish	S	25
55	Saleslady	German	S	18
56	Saleslady	American	S	26
57	Saleslady	German	S	23
58	Saleslady	German	S	18
59	Saleslady	Irish	S	17
60	Saleslady	American	S	23
61	Cashier	Irish	S	21
62	Saleslady	German	S	26
63	Dept. head	German	S	20
64	Saleslady	Irish	S	19
65	Saleslady	Irish	S	18
66	Saleslady	French-Irish	S	22

## RETAIL STORES—WOMEN LIVING AT HOME.

Schooling (Years)	Years of Experience	Average weekly earnings	Hours per day	Hours per week	Average weekly contributions to family	Number
Sixth Grade	6 weeks	\$ 3.00	9	56½	\$ 3.00	1
Sixth Grade	3 weeks	3.00	9	56½	3.00	2
Grammar	6 months	3.00	9	56½	3.00	3
Sixth Grade	1 year	3.00	9	56½	3.00	4
One-half year	1 year	3.00	9	56½	3.00	5
Two years High	7 months	3.50	9	56½	3.50	6
Grammar	8 months	3.50	9	56½	3.50	7
Sixth Grade	3 months	3.50	9	56½	3.50	8
Grammar	3 months	3.50	9	56½	3.50	9
Grammar	3 weeks	4.00	9	56½	4.00	10
Grammar	½ year	4.00	9	56½	4.00	11
Grammar	4 months	4.00	9	56½	4.00	12
Grammar	4 months	4.00	9	56½	4.00	13
Eight Grade	9 months	4.00	9	56½	2.50	14
Grammar	1 month	4.00	9	56½	4.00	15
Sixth Grade	4 months	4.00	9	56½	4.00	16
Two years High	2 months	4.00	9	56½	4.00	17
Grammar	6 months	4.00	9	56½	4.00	18
Sixth Grade	6 months	4.00	9	56½	4.00	19
Grammar	3 months	4.00	9	56½	4.00	20
Sixth Grade	3 years	4.00	9	56½	2.50	21
Grammar	4 years	4.00	9	56½	2.00	22
Sixth Grade	1 year	4.00	9	56½	4.00	23
Grammar	1 year	4.00	9	56½	4.00	24
High	1 year	4.25	9	56½	4.25	25
Grammar	8 months	4.25	9	56½	4.25	26
Grammar	6 months	4.50	9	56½	2.50	27
One year High	6 months	4.50	9	56½	4.50	28
Grammar	8 months	4.50	9	56½	4.50	29
Grammar	3 years	4.50	9	56½	4.50	30
Grammar	2 years	4.50	9	56½	4.50	31
Grammar	6 months	5.00	9	56½	5.00	32
Country	6 months	5.00	9	56½	5.00	33
Grammar	2 years	5.00	9	56½	5.00	34
Grammar	1½ years	5.00	9	56½	5.00	35
Grammar	7 months	5.00	9	56½	5.00	36
High	5 months	5.00	9	56½	5.00	37
Grammar	8 months	5.00	9	56½	5.00	38
Six months High	2 years	5.00	9	56½	2.50	39
Grammar	2 years	5.00	9	56½	4.00	40
Grammar	1 year	5.00	9	56½	5.00	41
High	2 years	5.00	9	56½	5.00	42
Grammar	1 year	5.00	9	56½	5.00	43
Grammar	2 years	5.00	9	56½	5.00	44
Grammar	2 years	5.00	9	56½	5.00	45
High	5 years	5.25	9	56½	5.25	46
Grammar	3 years	5.25	9	56½	5.25	47
Grammar	2 years	6.00	9	56½	6.00	48
Grammar	3 years	6.00	9	56½	6.00	49
Grammar	2 years	6.00	9	56½	3.50	50
Two years High	1 year	6.00	9	56½	6.00	51
Three years High	3 years	6.00	9	56½	3.50	52
Grammar	1½ years	6.00	9	56½	3.50	53
High	5 years	6.00	9	56½	3.50	54
Grammar	1 year	6.00	9	56½	6.00	55
Grammar	3 years	6.00	9	56½	6.00	56
Grammar	3 years	6.00	9	56½	3.50	57
Grammar	1½ years	6.00	9	56½	6.00	58
Sixth Grade	2 years	6.00	9	56½	6.00	59
College	4 years	6.00	9	56½	3.50	60
Grammar	3 years	6.00	9	56½	6.00	61
Grammar	7 years	7.00	9	56½	6.00	62
Grammar	5 years	7.00	9	56½	6.00	63
Three years High	2 years	7.00	9	56½	6.00	64
Grammar, Normal	2 years	7.00	9	56½	7.00	65
One and one-half yrs. High	2 years	7.00	9	56½	7.00	66



## DUBUQUE, IOWA, DEPARTMENT AND OTHER

Number	Occupation	Nationality or Descent	Single or Married	Age (Years)
67	Dept. head	American	S	28
68	Saleslady	Scotch	S	26
69	Saleslady	German	S	30
70	Dept. head	Irish	S	22
71	Saleslady	American	S	22
72	Saleslady	German	S	26
73	Saleslady	American	S	19
74	Saleslady	Irish	S	26
75	Saleslady	Irish	S	20
76	Saleslady	American	S	21
77	Saleslady	Irish	S	25
78	Saleslady	German	S	19
79	Saleslady	American	S	25
80	Dept. head	German	S	46
81	Saleslady	Irish	S	18
82	Dept. head	American	S	39
83	Saleslady	German	S	28
84	Dept. head	English	S	30
85	Dept. head	American	S	23
86	Saleslady	Irish	S	24
87	Saleslady	German	S	26
88	Saleslady	German	S	19
89	Dept. head	German	S	23
90	Dept. head	Irish	S	22
91	Saleslady	Irish	S	30
92	Dept. head	English	S	33
93	Trimmer	Bohemian	S	25
94	Dept. head	American	S	23
95	Saleslady	American	S	28
96	Saleslady	Irish	S	35
97	Saleslady	Irish	S	45
98	Saleslady	German	Widow	36
99	Saleslady	Irish	Divorced	25
100	Saleslady	Irish	Single	42

## CEDAR RAPIDS, IOWA, DEPARTMENT AND

1	Saleslady	American	Married	25
2	Saleslady	Jewess	Single	17
3	Saleslady	American	S	18
4	Wrapper	German	S	19
5	Saleslady	German	S	19
6	Saleslady	Swede	S	23
7	Saleslady	Scotch	S	26
8	Saleslady	German	S	22
9	Saleslady	German	S	21
10	Cashier	German-English	S	21
11	Cash girl	Irish	S	20
12	Saleslady	English	S	19
13	Saleslady	English	S	28
14	Saleslady	American	S	21
15	Saleslady	Irish-German	S	28
16	Saleslady	Irish	S	26
17	Saleslady	American	S	26
18	Saleslady	German	S	25
19	Dept. head	German	S	29
20	Dept. head	German	S	27
21	Saleslady	American	S	26
22	Saleslady	American	Married	55
23	Saleslady	Irish	Single	25
24	Saleslady	English	S	32

## RETAIL STORES—WOMEN LIVING AT HOME—CONTINUED.

Schooling (Years)	Years of Experience	Average weekly earnings	Hours per day	Hours per week	Average weekly contributions to family	Number
College	5 years	7.00	9	56½		67
Grammar	2 years	7.00	9	56½	7.00	68
Two years College	4 years	7.00	9	56½	7.00	69
Grammar	4 years	7.00	9	56½		70
Two years High	5 years	7.00	9	56½	7.00	71
High	3 years	7.00	9	56½	7.00	72
Two years High	2 years	7.00	9	56½		73
Grammar	3 years	7.00	9	56½		74
Grammar	2 years	7.00	9	56½		75
Grammar	5 years	7.50	9	56½		76
Sixth Grade	7 years	7.50	9	56½		77
High	2½ years	7.50	9	56½		78
Grammar	10 years	7.50	9	56½		79
Grammar	26 years	8.00	9	56½		80
Two years High	2½ years	8.00	9	56½		81
Sixth Grade	24 years	8.00	9	56½		82
Grammar	12 years	8.00	9	56½		83
Grammar	8 years	8.00	9	56½		84
Grammar	1½ years	8.00	9	56½	4.00	85
Three years High	5 years	9.00	9	56½	4.00	86
Grammar	4 years	9.00	9	56½		87
Grammar	4 years	9.00	9	56½		88
Grammar	6 years	9.00	9	56½	9.00	89
Two years High	5 years	10.00	9	56½	10.00	90
Grammar	3 years	10.00	9	56½	10.00	91
Grammar	10 years	10.00	9	56½	10.00	92
One year High	6 years	10.00	9	56½	10.00	93
High	10 years	10.50	9	56½		94
Country, Business College	2 years	11.00	9	56½		95
Grammar	6 years	12.00	9	56½	12.00	96
Grammar	7 years	12.50	9	56½		97
High, Business College	4 years	16.00	9	56½		98
Grammar	5 years	16.50	9	56½	16.50	99
Grammar	16 years	18.00	9	56½	18.00	100

## OTHER RETAIL STORES—WOMEN LIVING AT HOME

High	2 years	\$ 5.00	9	56½		1
One year High	6 months	5.00	9	56½	\$ 5.00	2
Seventh Grade	5 months	5.00	9	56½	5.00	3
Three and one-half yrs. High	4 months	5.00	9	56½	5.00	4
Seventh Grade	3 years	5.00	9	56½	5.00	5
Sixth Grade	2 months	5.00	9	56½	2.50	6
Three years High	3 years	6.00	9	56½	6.00	7
High	6 months	6.00	9	56½		8
Grammar	4 years	6.00	9	56½	6.00	9
Grammar	1 year	6.00	9	56½		10
Two years High	1 year	6.00	9	56½	6.00	11
Two years High	1 year	6.00	9	56½	2.00	12
Sixth Grade	2 years	6.00	9	56½		13
Seventh Grade	1½ years	7.50	9	56½	3.50	14
High	4 years	8.00	9	56½		15
Two years High	4 years	8.50	9	56½		16
Three years High	8 years	10.00	9	56½		17
Fifth Grade	8 years	10.00	9	56½	10.00	18
High	4 years	10.00	9	56½	4.50	19
Grammar	9 years	10.00	9	56½	10.00	20
Two years High	8 years	10.00	9	56½		21
Grammar	20 years	10.00	9	56½		22
One year High	8 years	12.00	9	56½	12.00	23
Grammar	11 years	12.00	9	56½	12.00	24



## CEDAR RAPIDS, IOWA, DEPARTMENT AND

Number	Occupation	Nationality or Descent	Single or Married	Age (Years)
1	Saleslady	American	Divorced	26
2	Saleslady	American	Widow	36
3	Saleslady	American	Divorced	31
4	Saleslady	German	Married	29
5	Dept. head	English-German	Single	40

## OTTUMWA, IOWA, DEPARTMENT AND OTHER

Number	Occupation	Nationality or Descent	Single or Married	Age (Years)
1	Saleslady	Irish	Single	17
2	Saleslady	Irish	S	19
3	Saleslady	Scotch-Irish	S	17
4	Saleslady	Dutch	S	18
5	Saleslady	Swede	S	19
6	Saleslady	Irish	S	18
7	Saleslady	Scotch-Irish	S	17
8	Saleslady	Canadian	S	18
9	Saleslady	German-Irish	S	18
10	Saleslady	American	S	17
11	Saleslady	Scotch-Irish	S	18
12	Saleslady	German	S	19
13	Saleslady	English-Scotch	S	18
14	Saleslady	German-Irish	S	18
15	Saleslady	English	S	16
16	Saleslady	Irish	S	17
17	Saleslady	Irish	S	17
18	Saleslady	Irish-German	S	19
19	Saleslady	German	S	21
20	Saleslady	Irish	S	19
21	Saleslady	American	S	20
22	Saleslady	German	S	21
23	Saleslady	English	S	19
24	Saleslady	German	S	17
25	Saleslady	German	S	19
26	Saleslady	American	Divorced	48
27	Saleslady	American	S	45
28	Saleslady	Irish	S	18
29	Department head	American	S	24
30	Saleslady	German	S	18
31	Saleslady	Irish	S	25
32	Saleslady	Irish	S	23
33	Saleslady	German	S	21
34	Saleslady	German	S	24
35	Saleslady	Irish	S	26
36	Department head	Irish	S	19
37	Saleslady	American	S	21
38	Saleslady	French	S	18
39	Saleslady	French-English	Divorced	30
40	Saleslady	English	S	21
41	Saleslady	German-French	S	21
42	Department head	American	S	34
43	Saleslady	Irish	S	27
44	Department head	Irish	S	25
45	Saleslady	Irish-Dutch	Divorced	29

## OTHER RETAIL STORES—WOMEN LIVING ADRIFT.

Schooling (Years)	Years of Experience	Average weekly earnings	Average weekly cost of food, etc.	Hours per day	Hours per week	Number
Sixth Grade	1 1/2 years	7.30	4.50	9	56 1/2	1
Grammar, Normal	7 months	8.00	7.00	9	56 1/2	3
High	1 day	8.00	6.50	9	56 1/2	4
Three years High	3 years	9.00		9	56 1/2	4
High	4 years	14.00	2.50	9	56 1/2	6

## RETAIL STORES—WOMEN LIVING AT HOME.

Schooling (Years)	Years of Experience	Average weekly earnings	Hours per day	Hours per week	Average weekly cost of food to family	Number
One year High	6 months	5.50	9	57	2.50	1
Grammar	6 months	5.75	9	57	3.75	2
One year High	4 months	4.00	9	57	4.00	3
Grammar	1 month	4.00	9	57	4.00	4
Seventh grade	1 year	4.00	9	57	4.00	5
Three years High	6 months	4.00	9	57	4.00	6
Grammar	4 months	4.00	9	57	4.00	7
Seventh grade	1 year	4.00	9	57	4.00	8
Two and one-half years High	6 months	4.00	9	57	4.00	9
Three years High	4 months	4.00	9	57	4.00	10
Grammar	1 year	4.00	9	57	4.00	11
Grammar	1 year	4.00	9	57	4.00	12
Grammar	1 year	4.00	9	57	4.00	13
Seventh grade	9 months	4.50	9	57	2.50	14
Grammar	4 months	4.50	9	57	2.50	15
Grammar	1 1/2 years	4.50	9	57	4.50	16
Grammar	1 year	4.50	9	57	4.50	17
Grammar	1 year	4.50	9	57	4.50	18
Grammar	5 months	4.50	9	57	4.50	19
Grammar	3 months	4.50	9	57	4.50	20
Two years High	1 year	4.50	9	57	2.00	21
High	1 year	4.50	9	57	4.50	22
Eight grade, 6 mos. B. Col.	10 months	4.50	9	57	4.50	23
Three and one-half years High	1 year	5.00	9	57	2.00	24
Grammar	1 year	5.00	9	57	5.00	25
One year High	1 year	5.00	9	57	5.00	26
Country	2 years	5.00	9	57	5.00	27
Two years High	1 year	5.00	9	57	5.00	28
Grammar	5 years	5.00	9	57	5.00	29
Grammar and Bus. College	2 years	5.00	9	57	5.00	30
Grammar	8 years	5.00	9	57	2.50	31
Two years High	4 years	5.00	9	57	5.00	32
Grammar	5 years	5.00	9	57	5.00	33
Grammar	5 years	5.00	9	57	5.00	34
Three years High	3 years	5.75	9	57	5.75	35
Two years High	2 years	5.00	9	57	5.00	36
High	1 year	6.00	9	57	3.00	37
High	1 year	6.25	9	57	4.00	38
Two years High	2 years	7.00	9	57	4.00	39
Two years High	3 years	8.00	9	57	4.00	40
Grammar	6 years	9.25	9	57	4.00	41
Three years High	5 years	9.25	9	57	4.00	42
Grammar	2 years	10.00	9	57	4.00	43



## OTTUMWA, IOWA, DEPARTMENT AND OTHER

Number	Occupation	Nationality or Descent	Single or Married	Age (Years)
46	Department head	German	S	22
47	Alteration girl	German	Widow	34
48	Fitter	Irish	Divorced	40
49	Department head	Jewish	S	31
50	Saleslady	German	Married	27
51	Fitter	American	S	34
52	Saleslady	German-Irish	S	35
53	Department head	American	Widow	45
54	Department head	Irish	S	42
55	Department head	American	Divorced	38

## MUSCATINE, IOWA, DEPARTMENT AND OTHER

1	Cashier	American	Single	19
2	Saleslady	German	S	21
3	Saleslady	German	S	19
4	Saleslady	German	S	17
5	Saleslady	German	S	16
6	Saleslady	American	S	18
7	Saleslady	French-German	S	18
8	Cashier	German	S	17
9	Saleslady	German	S	23
10	Saleslady	German	S	17
11	Saleslady	Irish	S	19
12	Saleslady	Irish	S	22
13	Saleslady	Irish-German	S	18
14	Saleslady	German	S	17
15	Saleslady	German	S	21
16	Alteration girl	American	S	24
17	Saleslady	American	S	24
18	Saleslady	Dutch	S	32
19	Saleslady	American	S	21
20	Saleslady	German	S	24
21	Hat maker	Irish	S	36
22	Saleslady	French-German	Married	22
23	Saleslady	German	S	27
24	Saleslady	American	Divorced	30
25	Saleslady	German	Divorced	31
26	Saleslady	German	S	40
27	Assistant fitter	American	Married	43
28	Saleslady	German-Irish	S	23
29	Saleslady	American	Widow	36
30	Alteration girl	German	S	22
31	Saleslady	Scotch-Swiss	S	24
32	Hat maker	American	S	24
33	Saleslady	American	S	50
34	Department head	English-Scotch	Married	27
35	Saleslady	German	S	26
36	Saleslady	Irish	S	34
37	Department head	Scotch-German	Widow	45
38	Fitter	Irish	S	50
39	Saleslady	German	S	24
40	Department head	Irish	S	52
41	Saleslady	German	S	33
42	Saleslady	Irish	S	21
43	Saleslady	German	S	32
44	Saleslady	German	S	31
45	Saleslady	German	S	26
46	Head fitter	Irish	S	48
47	Saleslady	Irish-Dutch	Widow	32
48	Department head	Irish	S	35

## RETAIL STORES—WOMEN LIVING AT HOME—CONTINUED.

Schooling (Years)	Years of Experience	Average weekly earnings	Hours per day	Hours per week	Average weekly contributions to family	Number
Grammar -----	5 years -----	10.50	9	57		46
Two years High -----	6 years -----	10.50	9	57		47
Seventh grade -----	3 years -----	10.50	9	57	4.00	48
Grammar -----	9 years -----	12.00	9	57		49
Two years High -----	8 years -----	12.50	9	57		50
Country -----	15 years -----	14.00	9	57	14.00	51
High -----	10 years -----	15.00	9	57		52
Country -----	10 years -----	15.00	9	57		53
Grammar -----	15 years -----	15.00	9	57		54
High -----	6 years -----	17.25	9	57		55

## RETAIL STORES—WOMEN LIVING AT HOME.

Grammar	1 week	3.50	9	57	3.50	1
Grammar	3 weeks	4.00	9	57	4.00	2
Grammar	5 years	4.50	9	57	4.50	3
Three years High	1½ years	4.50	9	57	4.50	4
Seventh grade	2 months	5.00	9	57	5.00	5
Grammar	9 months	5.00	9	57	5.00	6
Grammar	1 year	5.00	9	57	5.00	7
High and Business College	2 months	5.00	9	57		8
First year High	6 months	5.00	9	57		9
Grammar	2 weeks	5.00	9	57		10
Two years High	2 years	5.00	9	57		11
One year High	4 years	6.00	9	57	3.50	12
Two years High	2 years	6.00	9	57		13
One year High	1 year	6.00	9	57		14
Grammar	7 years	6.00	9	57		15
One year High and two Coll.	6 years	6.00	9	57		16
Three years High	3 years	6.00	9	57		17
Grammar	2 years	6.00	9	57	6.00	18
Grammar	1 year	7.00	9	57	7.00	19
Country and Business College	1 year	7.00	9	57	7.00	20
Grammar	16 years	7.00	9	57	3.50	21
Grammar	6 years	7.00	9	57		22
High	8 years	7.00	9	57		23
Grammar	12 years	7.50	9	57		24
Grammar	10 years	7.50	9	57		25
Grammar and Normal	12 years	8.00	9	57		26
Country	4 years	8.00	9	57		27
Grammar	5 years	8.00	9	57		28
Two years High	1 year	8.00	9	57		29
Grammar	5 years	8.00	9	57		30
Grammar and Normal	5 years	8.00	9	57		31
Two years High	4 years	8.00	9	57	3.50	32
Grammar	5 years	9.00	9	57		33
Two years High	10 years	9.00	9	57		34
Two years High and Bus. Col.	6 years	9.00	9	57	3.50	35
Three years High	10 years	9.00	9	57		36
Grammar	5 years	9.00	9	57		37
Grammar	20 years	10.00	9	57	10.00	38
Grammar and College	4 years	10.00	9	57		39
Grammar	30 years	10.00	9	57	10.00	40
Grammar	8 years	10.00	9	57		41
Grammar	11 years	10.00	9	57		42
Grammar	13 years	10.00	9	57		43
Grammar	8 years	10.00	9	57		44
Grammar	8 years	10.00	9	57		45
Normal	4 years	12.00	9	57	12.00	46
Country and Normal	4 years	15.00	9	57		47
Three years High	13 years	15.00	9	57		48



## MUSCATINE, IOWA, DEPARTMENT AND OTHER

Number	Occupation	Nationality or Descent	Single or Married	Age (Years)
1	Department head	German	Single	35
2	Saleslady	American	S	29
3	Saleslady	American	S	40
4	Saleslady	American	Divorced	44
5	Department head	Irish	S	26
6	Saleslady	German	S	51
7	Alteration head	Irish-Dutch	Widow	48
8	Assistant buyer	American	Widow	32
9	Department head	Irish	S	28
10	Department head	Irish	S	39
11	Trimmer	Irish	S	45
12	Head trimmer	Irish	S	26

## FORT DODGE, IOWA, DEPARTMENT AND OTHER

Number	Occupation	Nationality or Descent	Single or Married	Age (Years)
1	Saleslady	Irish	S	16
2	Saleslady	Norwegian	S	18
3	Saleslady	German	S	16
4	Saleslady	German-Irish	S	18
5	Saleslady	German	S	17
6	Saleslady	German	S	16
7	Saleslady	German	S	16
8	Saleslady	American	S	19
9	Saleslady	German-Welsh	S	17
10	Saleslady	American	S	23
11	Saleslady	American	S	18
12	Saleslady	German-English	S	21
13	Saleslady	Irish	S	20
14	Department head	German	S	20
15	Saleslady	German	S	20
16	Saleslady	American	S	17
17	Saleslady	Scotch-Irish	S	18
18	Cashier	Irish	S	18
19	Alteration girl	Swede	S	35
20	Saleslady	German	S	22
21	Saleslady	German	S	21
22	Department head	Scotch-Irish	S	20
23	Cashier	Irish	S	19
24	Saleslady	German	S	20
25	Department head	German	S	20
26	Saleslady	American	S	25
27	Saleslady	American	S	20
28	Saleslady	Irish-Dutch	S	20
29	Saleslady	Norwegian	S	18
30	Saleslady	Irish-English	S	28
31	Saleslady	Swede	S	23
32	Saleslady	German-Swede	S	22
33	Saleslady	German	S	27
34	Saleslady	German	S	24
35	Saleslady	German-English	S	21
36	Saleslady	Norwegian	S	26
37	Saleslady	German	S	31
38	Saleslady	Dane	S	24
39	Saleslady	German	S	35
40	Department head	Scotch-Irish	S	32
41	Alteration girl	Norwegian	S	26
42	Alteration girl	Swede	S	30
43	Saleslady	German-Scotch	S	24
44	Saleslady	English	Widow	22
45	Saleslady	American	Married	36
46	Saleslady	Scotch	S	21
47	Saleslady	Norwegian	S	23

## RETAIL STORES—WOMEN LIVING ADRIFT.

Schooling (Years)	Years of Experience	Av. weekly earnings	Av. weekly expenditures for shelter, food, etc.	Hours per day	Hours per week	Number
High	15 years	8.00	4.00	9	57	1
Country	2½ years	8.00	4.50	9	57	2
One year High	5 years	9.00	6.25	9	57	3
Grammar	15 years	9.00	5.50	9	57	4
Fifth grade	2½ years	10.00	3.00	9	57	5
None	33 years	12.50	6.25	9	57	6
High	6 years	12.50	6.00	9	57	9
High and College	7 years	15.00	7.00	9	57	8
High	12 years	15.00	6.00	9	57	9
High and College	15 years	15.00	6.50	9	57	10
Two years High	25 years	15.00	6.75	9	57	11
High	8 years	25.00	6.75	9	57	12

## RETAIL STORES—WOMEN LIVING AT HOME.

Schooling (Years)	Years of Experience	Av. weekly earnings	Hours per day	Hours per week	Av. weekly contributions to family	Number
Grammar	5 months	4.00	9	57	4.00	1
Three years High	8 months	4.00	9	57	4.00	2
One year High	9 months	4.00	9	57	4.00	3
Grammar	5 months	4.00	9	57	2.50	4
Grammar	2 weeks	4.00	9	57	4.00	5
Grammar	6 months	4.50	9	57	4.50	6
One-half year High	6 months	4.50	9	57	4.50	7
Grammar	3 years	4.50	9	57	4.50	8
One year High	2 years	5.00	9	57	—	9
Three years High	1 year	5.00	9	57	—	10
High	6 weeks	5.00	9	57	—	11
Grammar and 2 yrs. Normal	4 years	5.25	9	57	—	12
Two years High	2 years	5.25	9	57	—	13
Grammar	3 years	5.25	9	57	—	14
Grammar and Bus. College	1 year	6.00	9	57	—	15
First year High	7 weeks	6.00	9	57	—	16
Two years High	1 year	6.00	9	57	—	17
Two and one-half years High	2 years	6.00	9	57	—	18
Fifth grade	5 weeks	6.00	9	57	—	19
Second year High	6 months	6.25	9	57	—	20
High	6 weeks	7.00	9	57	—	21
Two years High	2 years	7.50	9	57	—	22
Grammar	3 years	8.00	9	57	—	23
Grammar	3 years	8.00	9	57	—	24
One-half year High	4 years	8.00	9	57	—	25
Grammar	5 years	8.00	9	57	4.00	26
High	2½ years	8.00	9	57	3.50	27
Three years High	4 years	8.00	9	57	3.50	28
One year High	1 year	8.50	9	57	—	29
Two years High	7 years	9.00	9	57	3.75	30
One year High	2 years	9.00	9	57	—	31
High	3 years	9.00	9	57	—	32
Sixth grade	5 years	9.00	9	57	3.50	33
One year High	2 years	9.00	9	57	—	34
Grammar	3½ years	9.00	9	57	—	35
Grammar	6 years	9.25	9	57	—	36
Two years High	7 years	9.25	9	57	9.25	37
Grammar	7 years	12.00	9	57	5.00	38
Two years High	10 years	12.00	9	57	—	39
Grammar	16 years	12.50	9	57	—	40
Fifth grade	6 years	12.50	9	57	13.50	41
Country	6 years	15.00	9	57	3.00	42
High	4 years	10.00	9	57	—	43
High	4 years	10.00	9	57	—	44
Academy	6 years	10.00	9	57	—	45
Country	8 months	10.00	9	57	—	46
Grammar	4½ years	10.00	9	57	3.00	47



## FORT DODGE, IOWA, DEPARTMENT AND OTHER

Number	Occupation	Nationality or Descent	Single or Married	Age (Years)
1	Saleslady	Norwegian	Single	23
2	Saleslady	Bohemian	S	28
3	Saleslady	American	S	25
4	Hat maker	Dutch-Irish	S	18
5	Department head	German	S	32
6	Alteration Dept. head	Swede	S	29

## KEOKUK, IOWA, DEPARTMENT AND OTHER

Number	Occupation	Nationality or Descent	Single or Married	Age (Years)
1	Apprentice	English-Irish	Single	17
2	Saleslady	American	S	16
3	Wrapper	Irish	S	18
4	Saleslady	German	S	17
5	Saleslady	Irish	S	23
6	Saleslady	Dutch	S	21
7	Saleslady	Irish	S	20
8	Saleslady	German	S	15
9	Saleslady	Norwegian	S	22
10	Saleslady	German	S	22
11	Saleslady	German-English	S	31
12	Saleslady	Irish-English	S	17
13	Saleslady	German	S	27
14	Saleslady	Irish-English	S	20
15	Saleslady	German	S	20
16	Saleslady	American	S	20
17	Saleslady	German	S	26
18	Hat maker	German-Irish	S	22
19	Saleslady	German	S	22
20	Hat maker	American	S	22
21	Saleslady	Irish	S	23
22	Saleslady	Irish	S	21
23	Saleslady	German	Widow	33
24	Saleslady	Dutch	S	43
25	Saleslady	Irish	S	28
26	Department head	Welsh	S	32
27	Department head	German	S	45
28	Hat maker	German	S	28
29	Department head	Irish	S	27
30	Milliner	Irish	S	27
31	Saleslady	German	S	33
32	Saleslady	Scotch-Irish	S	35
33	Milliner Mgr.	American	Widow	37
34	Department head	Irish-Swede	Widow	43
35	Milliner	Canadian	S	34

## RETAIL STORES—WOMEN LIVING ADRIFT.

Schooling (Years)	Years of Experience	Average weekly earnings	Average weekly expenditures for shelter, food, etc.	Hours per day	Hours per week	Number
One year High	1 year	7.00	4.50	9	57	1
High	4 years	8.00	5.00	9	57	2
Two years High	4 years	8.00	6.00	9	57	3
Grammar	1½ years	10.00	5.75	9	57	4
Grammar	12 years	10.00	6.50	9	57	5
Grammar	7 years	12.00	6.75	9	57	6

## RETAIL STORES—WOMEN LIVING AT HOME.

Schooling (Years)	Years of Experience	Average weekly earnings	Hours per day	Hours per week	Average weekly contributions to family	Number
Grammar	1 week	3.50	9	57	3.50	1
Sixth grade	5 months	4.50	9	57	4.50	2
First year High	1½ years	5.00	9	57	5.00	3
Seventh grade	1 year	5.00	9	57	5.00	4
Grammar	4 years	5.00	9	57	5.00	5
Grammar	6 months	5.00	9	57	5.00	6
Grammar	6 months	5.00	9	57	5.00	7
Grammar	6 months	5.00	9	57	5.00	8
Grammar	2 years	5.00	9	57	5.00	9
Grammar	1 year	6.00	9	57	5.00	10
Three years High	8 months	6.00	9	57	3.50	11
Eighth grade	6 months	6.00	9	57	7.00	12
Grammar	2 years	7.00	9	57	3.50	13
Two years High	3 years	7.00	9	57	7.00	14
High	1 year	7.00	9	57	7.00	15
Grammar	1 year	7.00	9	57	7.00	16
Grammar	4 years	7.00	9	57	7.00	17
One year High	3 years	7.00	9	57	8.00	18
One year High	5 years	7.50	9	57	8.00	19
Grammar	4 years	8.00	9	57	8.00	20
One year High	4 years	8.00	9	57	3.00	21
One year High	4 years	8.00	9	57	9.00	22
Seventh grade	7 years	9.00	9	57	11.00	23
Grammar	11 years	9.00	9	57	3.50	24
Grammar	2 years	9.00	9	57	10.00	25
Country	14 years	10.00	9	57	10.00	26
Grammar	16 years	10.00	9	57	10.00	27
Grammar	11 years	10.00	9	57	4.00	28
One year High	5 years	12.00	9	57	14.00	29
Grammar	14 years	12.00	9	57	21.00	30
Two years	25 years	13.00	9	57	21.00	31
One year High	15 years	14.00	9	57	21.00	32
Grammar	8½ years	20.00	9	57	21.00	33
Grammar	28 years	21.00	9	57	21.00	34
Grammar	12 years	25.00	9	57	21.00	35



## KEOKUK, IOWA, DEPARTMENT AND OTHER

Number	Occupation	Nationality or Descent	Single or Married	Age (Years)
1	Saleslady	Irish	Single	25
2	Saleslady	German	Widow	45
3	Saleslady	Irish-German	Divorced	23
4	Alter. girl, Department head.	Scotch-Irish	S	38

## MARSHALLTOWN, IOWA, DEPARTMENT AND

Number	Occupation	Nationality or Descent	Single or Married	Age (Years)
1	Saleslady	American	Single	17
2	Saleslady	American	S	19
3	Saleslady	Irish	S	21
4	Saleslady	American	S	21
5	Saleslady	American	Divorced	29
6	Saleslady	American	S	17
7	Saleslady	American	S	23
8	Saleslady	Irish	S	25
9	Saleslady	Irish	S	28
10	Saleslady	American	S	48
11	Saleslady	German	Widow	39

## MARSHALLTOWN, IOWA, DEPARTMENT AND

Number	Occupation	Nationality or Descent	Single or Married	Age (Years)
1	Saleslady	American	Single	44
2	Saleslady	American	S	30
3	Saleslady	German	S	27

## RETAIL STORES—WOMEN LIVING ADRIFT.

Schooling (Years)	Years of Experience	Average weekly earnings	Average weekly expenditures for shelter, food, etc.	Hours per day	Hours per week	Number
Grammar	4 years	\$ 8.00	\$ 4.00	9	57	1
Sixth grade	5 years	8.00	4.25	9	57	2
Sixth grade	4 years	10.00	5.00	9	57	3
Country	4 years	14.00	5.75	9	57	4

## OTHER RETAIL STORES—WOMEN LIVING AT HOME.

Schooling (Years)	Years of Experience	Average weekly earnings	Hours per day	Hours per week	Average weekly contributions to family	Number
Grammar	6 months	\$ 4.00	9	56½	\$ 4.00	1
Eighth grade	15 months	5.00	9	56½	5.00	2
Sixth grade	1½ years	6.00	9	56½	6.00	3
Seventh grade	1 year	6.00	9	56½	6.00	4
Sixth grade	3 years	7.00	9	56½	3.50	5
Sixth grade	2 years	7.00	9	56½	7.00	6
Sixth grade	7 years	7.00	9	56½	7.00	7
Seventh grade	4½ years	8.00	9	56½	—	8
Country	3 years	9.00	9	56½	9.00	9
Grammar	25 years	14.00	9	56½	—	10
High, college	10 years	15.00	9	56½	—	11

## OTHER RETAIL STORES—WOMEN LIVING ADRIFT.

Schooling (Years)	Years of Experience	Average weekly earnings	Average weekly expenditures for shelter, food, etc.	Hours per day	Hours per week	Number
Country	2 years	\$ 8.00	\$ 5.00	9	56½	1
High	3 years	9.00	6.50	9	56½	2
Grammar	8 years	12.00	8.25	9	56½	3



## IOWA CITY, IOWA, DEPARTMENT AND OTHER

Number	Occupation	Nationality or Descent	Single or Married	Age (Years)
1	Saleslady	German	Single	17
2	Saleslady	Irish-German	S	15
3	Saleslady	Bohemian	S	18
4	Saleslady	Bohemian	S	16
5	Saleslady	German	S	21
6	Saleslady	German-Bohemian	S	21
7	Saleslady	German	S	18
8	Saleslady	Bohemian	S	20
9	Saleslady	American	S	24
10	Saleslady	German	S	19
11	Saleslady	German	S	19
12	Saleslady	Scotch-Irish	Married	24
13	Saleslady	American	S	22
14	Saleslady	Irish	S	17
15	Saleslady	American	S	44
16	Saleslady	Irish	S	20
17	Saleslady	Scotch	S	21
18	Department head	German-Bohemian	S	33
19	Alteration girl	Irish-Norwegian	S	25
20	Department head	German	S	26
21	Saleslady	Bohemian-Dutch	S	28
22	Saleslady	Irish	S	52
23	Department head	Irish	S	45

## FORT MADISON, IOWA, DEPARTMENT AND

1	Saleslady	American	Divorced	20
2	Saleslady	American	Single	19
3	Saleslady	American	S	25
4	Saleslady	German	S	18
5	Saleslady	Scotch	S	19
6	Department head	German	S	21
7	Saleslady	Scotch	S	23
8	Saleslady	American	S	22
9	Saleslady	German-Irish	S	20
10	Saleslady	German-French	S	19
11	Saleslady	American	S	22
12	Saleslady	American	S	22
13	Saleslady	German	S	23
14	Saleslady	German	S	17
15	Saleslady	German	S	21
16	Saleslady	German	S	18
17	Saleslady	American	S	45
18	Saleslady	Irish	S	23
19	Saleslady	Swede	S	23
20	Saleslady	Swede	S	24
21	Saleslady	German	Widow	32
22	Saleslady	German-Irish	S	20
23	Alteration girl	German	S	23
24	Saleslady	Irish	S	18
25	Saleslady	German	S	21
26	Saleslady	German	S	21
27	Saleslady	German	S	21
28	Saleslady	Irish	S	25
29	Saleslady	German	S	25
30	Saleslady	American	S	36
31	Department head	German	S	35
32	Saleslady	Swede	S	41
33	Department head	Swede	Divorced	45

## RETAIL STORES—WOMEN LIVING AT HOME.

Schooling (Years)	Years of Experience	Average weekly earnings	Hours per day	Hours per week	Average weekly contributions to family	Number
1 year high	2 months	\$ 4.50	9	57	\$ 4.50	1
Grammar	1 year	5.00	9	57	4.50	2
3 months high	1½ years	5.00	9	57	5.00	3
Grammar	9 months	5.00	9	57	5.00	4
Academy	1½ years	5.00	9	57	5.00	5
Academy	1½ years	5.00	9	57	5.00	6
Grammar	2 years	5.00	9	57	5.00	7
High	1 year	5.50	9	57	5.50	8
Country	2 months	6.00	9	57	3.50	9
1 year high	1 year	6.00	9	57	6.00	10
Grammar	1 year	6.00	9	57	---	11
High, 1 year college	3 years	7.00	9	57	---	12
Grammar	5 years	7.00	9	57	---	13
Grammar	1½ years	8.00	9	57	3.00	14
Grammar	14 years	9.00	9	57	9.00	15
2 years high	2½ years	9.00	9	57	---	16
2 years high	4 years	9.00	9	57	9.00	17
1 year college	3 years	9.00	9	57	3.00	18
Country	4 years	10.00	9	57	5.00	19
High	9 years	10.00	9	57	10.00	20
Country	6 years	10.00	9	57	10.00	21
Grammar	34 years	11.50	9	57	11.50	22
High	21 years	14.00	9	57	---	23

## OTHER RETAIL STORES—WOMEN LIVING AT HOME.

1 year high	3 weeks	\$ 3.00	9	57	\$ 3.00	1
1 year high	2 years	4.50	9	57	4.50	2
1 year high	2 years	4.50	9	57	2.00	3
Seventh grade	8 months	4.50	9	57	4.50	4
1 year high	3 years	5.00	9	57	2.50	5
Grammar	2 years	5.00	9	57	---	6
High	3 months	5.00	9	57	---	7
High, business college	7 months	5.00	9	57	---	8
4 months high	5 years	5.00	9	57	5.00	9
1 year high	3 years	5.00	9	57	---	10
1 year high	2 years	5.00	9	57	---	11
High	3 years	5.00	9	57	---	12
Grammar	4 years	5.00	9	57	---	13
1 year high	1½ years	5.00	9	57	---	14
Grammar	3 years	5.00	9	57	5.00	15
1 year high	2 years	5.00	9	57	2.00	16
Grammar	8 years	6.00	9	57	---	17
Grammar	3 years	6.00	9	57	---	18
Seventh grade	5 years	6.00	9	57	6.00	19
Grammar	7½ years	6.00	9	57	6.00	20
Grammar	4 years	6.00	9	57	6.00	21
1 year high	2 years	6.00	9	57	6.00	22
Grammar	2½ years	6.00	9	57	6.00	23
2 years high	6 months	6.50	9	57	2.00	24
High, 1 year college	3 years	7.00	9	57	---	25
2 years high	5 years	7.00	9	57	---	26
2 years high	4 years	7.00	9	57	7.00	27
2 years high	7 years	7.00	9	57	---	28
Grammar	7 years	8.50	9	57	8.50	29
1 year high	11 years	11.00	9	57	11.00	30
High	17 years	12.00	9	57	---	31
High	20 years	17.00	9	57	17.00	32
Grammar	5 years	18.00	9	57	8.00	33



## CENTERVILLE, IOWA, DEPARTMENT AND OTHER

Number	Occupation	Nationality or Descent	Single or Married	Age (Years)
1	Saleslady	American	Single	16
2	Saleslady	American	S	19
3	Saleslady	American	S	18
4	Saleslady	Irish	S	24
5	Saleslady	German	S	19
6	Saleslady	American	S	18
7	Saleslady	American	S	24
8	Saleslady	German	S	25
9	Saleslady	Swede	S	17
10	Saleslady	Swede	S	19
11	Saleslady	German-Irish	S	20
12	Saleslady	English	S	26
13	Saleslady	Austrian	S	20
14	Fitter	English	S	25
15	Saleslady	Swede	S	20
16	Saleslady	Swede	S	23
17	Saleslady	German-French	S	22
18	Saleslady	German	S	27
19	Alteration girl	Austrian	S	22
20	Saleslady	American	S	35
21	Saleslady	Scotch-Irish	S	37
22	Saleslady	American	S	36
23	Saleslady	Swede	S	24
24	Saleslady	French-Scotch	S	35
25	Alteration girl	German	S	28
26	Saleslady	American	S	39
27	Saleslady	Swede	S	24
28	Saleslady	Irish-Scotch	S	35

## CENTERVILLE, IOWA, DEPARTMENT AND OTHER

Number	Occupation	Nationality or Descent	Single or Married	Age (Years)
1	Saleslady	American	Single	25
2	Saleslady	German	Widow	62
3	Saleslady	Dutch-English	S	29
4	Saleslady	American	S	27

## RETAIL STORES—WOMEN LIVING AT HOME.

Schooling (Years)	Years of Experience	Average weekly earnings	Hours per day	Hours per week	Average weekly contributions to family	Number
First year high	2 months	\$ 3.50	9	57	\$ 3.50	1
2 years high	5 months	3.50	9	57	3.50	2
Grammar	6 weeks	3.50	9	57	3.50	3
Country	1 year	4.00	9	57	4.00	4
Grammar	1 year	4.00	9	57	4.00	5
2 years high	6 months	4.00	9	57	4.00	6
Grammar	4 years	5.00	9	57	3.50	7
High	10 weeks	5.00	9	57	3.50	8
1 year high	6 months	5.00	9	57	5.00	9
1 year high	1 year	5.00	9	57	5.00	10
2 years high	2 years	5.50	9	57	5.50	11
1 year high	9 months	6.00	9	57	6.00	12
Grammar	4 years	7.00	9	57	7.00	13
Grammar	2 years	7.50	9	57	7.50	14
Grammar	6 years	8.00	9	57	8.00	15
Seventh grade	5 years	8.00	9	57	8.00	16
1 year high	3 years	8.50	9	57	8.50	17
High	9 years	9.00	9	57	9.00	18
Grammar	4 years	9.50	9	57	4.50	19
Grammar	15 years	10.00	9	57	10.00	20
High	15 years	10.00	9	57	10.00	21
High	16 years	10.00	9	57	10.00	22
2 years high	6 years	10.00	9	57	10.00	23
Grammar	9 years	10.00	9	57	10.00	24
Country	8 years	10.00	9	57	10.00	25
Country	6 months	10.00	9	57	10.00	26
Grammar	8 years	10.00	9	57	10.00	27
High	8 years	10.00	9	57	3.50	28

## RETAIL STORES—WOMEN LIVING ADRIFT.

Schooling (Years)	Years of Experience	Average weekly earnings	Average weekly expenditures for shelter, food, etc.	Hours per day	Hours per week	Number
Country	6 years	\$10.00	\$ 6.75	9	57	1
Grammar	Several years	11.00	5.00	9	57	2
2 years high	13 years	11.00	5.50	9	57	3
High	10 years	15.00	6.75	9	57	4



## CRESTON, IOWA, DEPARTMENT AND OTHER

Number	Occupation	Nationality or Descent	Single or Married	Age (Years)
1	Saleslady	American	Single	18
2	Saleslady	German-Irish	S	17
3	Saleslady	German-Irish	S	23
4	Saleslady	German	Widow	35
5	Saleslady	German	S	21
6	Saleslady	German	S	18
7	Saleslady	Irish-German	S	23
8	Saleslady	American	S	23
9	Saleslady	American	S	20
10	Saleslady	Irish	S	25
11	Saleslady	American	Married	33
12	Saleslady	Irish-English	S	17
13	Hat maker	Irish	S	24
14	Wrapper girl	English-German	S	19
15	Saleslady	German	S	24
16	Saleslady	American	S	25
17	Saleslady	Scotch	S	25
18	Saleslady	Scotch	S	23
19	Saleslady	German-Irish	S	24
20	Saleslady	Irish	S	20
21	Trimmer	Scotch	S	26
22	Saleslady	German-French	Married	36
23	Saleslady	English	Widow	40
24	Saleslady	German-English	Widow	40
25	Saleslady	German-Scotch	S	28
26	Saleslady	American	S	24
27	Saleslady	Scotch-Irish	S	35
28	Saleslady	German-English	Divorced	24
29	Saleslady	American	S	28
30	Department head	Swede	S	29
31	Saleslady	Irish	S	28
32	Saleslady	Scotch-Irish	S	27

## CRESTON, IOWA, DEPARTMENT AND OTHER

Number	Occupation	Nationality or Descent	Single or Married	Age (Years)
1	Stock girl	German-Scotch	Single	18
2	Saleslady	Scotch-Irish	Widow	40
3	Alteration girl and fitter	American	S	39
4	Trimmer	Scotch	S	29
5	Buyer	English	S	32

## RETAIL STORES—WOMEN LIVING AT HOME.

Schooling (Years)	Years of Experience	Average weekly earnings	Hours per day	Hours per week	Average weekly contributions to family	Number
3 years high	5 months	\$ 4.00	9	57	\$ 4.00	1
2 years high	5 months	4.00	9	57	4.00	2
2 years high	5 months	4.00	9	57	4.00	3
Grammar	4 years	5.00	9	57		4
2 years high	21 years	5.00	9	57		5
Grammar	2 years	5.00	9	57	5.00	6
Grammar, business college	3 years	5.00	9	57	2.50	7
Grammar	3 years	6.00	9	57	3.50	8
1 year high	3 years	6.00	9	57	6.00	9
3 years high	3 years	6.00	9	57	3.50	10
3 years high	9 months	6.00	9	57		11
2 years high	2 years	6.00	9	57		12
1 year high	1½ years	6.00	9	57		13
3 years high	1½ years	6.00	9	57		14
Grammar	6 years	7.00	9	57	3.50	15
Grammar	4 years	8.00	9	57		16
1 year high	3 years	8.00	9	57	8.00	17
3 years high	6 years	10.00	9	57		18
3 years high	5 years	10.00	9	57		19
Grammar	4 years	11.00	9	57		20
2 years high	5 years	12.00	9	57		21
3 years high	8 years	12.00	9	57		22
High	11 years	12.00	9	57		23
2 year high, business college	8 years	12.00	9	57		24
1 year high	8 years	12.00	9	57	12.00	25
2 years high	8 years	12.00	9	57		26
High	7 years	12.00	9	57		27
2 years high	6 years	12.50	9	57		28
High	9 years	12.50	9	57		29
Country	4 years	15.00	9	57	15.00	30
High	8 years	15.00	9	57	15.00	31
High	7 years	17.50	9	57		32

## RETAIL STORES—WOMEN LIVING ADRIFT.

Schooling (Years)	Years of Experience	Average weekly earnings	Average weekly expenditures for shelter, food, etc.	Hours per day	Hours per week	Number
Grammar	2 years	\$ 6.00	\$ 3.50	9	57	1
High	9 years	10.00	5.00	9	57	2
Country	5 years	15.00	5.00	9	57	3
High	9 years	25.00	6.00	9	57	4
High	12 years	25.00	7.50	9	57	5



## OELWEIN, IOWA, DEPARTMENT AND OTHER

Number	Occupation	Nationality or Descent	Single or Married	Age (Years)
1	Saleslady	German	S	19
2	Saleslady	American	Single	22
3	Saleslady	American	S	20
4	Saleslady	American	S	21
5	Saleslady	American	S	26
6	Saleslady	American	S	22
7	Saleslady	German	S	21
8	Saleslady	Scotch-Irish	Widow	40
9	Saleslady	American	Widow	43
10	Saleslady	Scotch-Irish	Widow	52
11	Saleslady	Scotch-Irish	Single	45

## RETAIL STORES—WOMEN LIVING AT HOME.

Schooling (Years)	Years of Experience	Average weekly earnings	Hours per day	Hours per week	Average weekly contributions to family	Number
Grammar	3 years	\$ 5.00	9½	61½	\$ 5.00	1
High school	2½ years	5.75	9½	61½	5.75	2
High school	1 year	6.00	9½	61½	7.00	3
High school	1 year	7.00	9½	61½	7.00	4
High school	7 years	7.50	9½	61½	7.50	5
1 year high school	5 years	7.50	9½	61½	7.50	6
High school	6 years	9.00	9½	61½	9.00	7
Grammar	9 years	10.00	9½	61½	10.00	8
High school	5 years	9.00	9½	61½	9.00	9
College	5 years	10.00	9½	61½	10.00	10
Country	13 years	10.00	9½	61½	10.00	11
High school						



TABLE NO. II—WOMEN WAGE-EARNERS IN DEPARTMENT AND OTHER RETAIL STORES. NUMBER INVESTIGATED, GIVING CLASSIFIED WAGE RATE IN EACH CITY.

	Women Living At Home												
	Total Number Investi- gated	\$3 But Under \$4	\$4 But Under \$5	\$5 But Under \$6	\$6 But Under \$7	\$7 But Under \$8	\$8 But Under \$9	\$9 But Under \$10	\$10 But Under \$12	\$12 But Under \$15	\$15 But Under \$20	\$20 But Under \$25	\$25 and Over
Des Moines	291	9	15	48	35	45	35	34	27	20	17	5	1
Sioux City	206	10	18	17	16	43	26	14	30	10	14	3	4
Davenport	102	1	15	13	12	13	15	9	11	9	4		
Dubuque	100	9	22	18	14	18	6	4	6	2	3		
Cedar Rapids	24			6	7	1	2		6	2			
Ottumwa	65	2	21	14	3	1	1	2	4	3			
Muscatine	48	1	3	7	7	7	7	5	8	1	2		
Fort Dodge	47		8	6	6	2	7	8	5	4	1		
Keokuk	35	1	1	7	3	7	3	3	3	4		2	1
Marshalltown	11		1	1	2	3	1	1	1	1	1		
Iowa City	23		1	7	3	2	1	4	4	1			
Fort Madison	33	1	3	12	8	4	1		1	1	2		
Centerville	28	3	3	5	1	2	3	2	9	3			
Creston	32		3	4	7	1	2		3	9	3		
Oelwein	11			2	1	3		2	8				
Total	1,045	37	114	165	125	152	119	88	120	67	51	10	6

TABLE NO. II—WOMEN WAGE-EARNERS IN DEPARTMENT AND OTHER RETAIL STORES. NUMBER INVESTIGATED, GIVING CLASSIFIED WAGE RATE IN EACH CITY.

	Women Not Living At Home												
	Total Number Investi- gated	\$3 But Under \$4	\$4 But Under \$5	\$5 But Under \$6	\$6 But Under \$7	\$7 But Under \$8	\$8 But Under \$9	\$9 But Under \$10	\$10 But Under \$12	\$12 But Under \$15	\$15 But Under \$20	\$20 But Under \$25	\$25 and Over
Des Moines	60			3	5	8	8	9	18	2	7		
Sioux City	31					5	7	3	5	4	5	1	1
Davenport	15		2	1	6	3	3						
Dubuque													
Cedar Rapids	5					1	2	1		1			
Ottumwa													
Muscatine	12						2	2	1	2	4		1
Fort Dodge	6					1	2		2	1			
Keokuk	4						2		1	1			
Marshalltown	3			1	1		1						
Iowa City													
Fort Madison													
Centerville	4								3		1		
Creston	5	1		2	1	1							
Oelwein													
Total	145	1	2	7	13	19	27	15	30	11	17	1	2



TABLE NO. III—WOMEN WAGE-EARNERS INVESTIGATED IN DEPARTMENT AND OTHER RETAIL STORES, GIVING NUMBER BY CLASSIFIED AGES OF EACH CITY.

	13 Years	14 Years	15 Years	16 Years	17 Years	18 Years	19 Years	20 Years	21 to 25 Years	26 to 30 Years	31 to 35 Years	36 to 40 Years	41 to 50 Years	Over 50 Years	Total
Des Moines	1	7	15	13	24	29	24	22	92	58	23	27	16		351
Sioux City		1	4	13	11	19	32	24	52	43	14	12	10	1	236
Davenport			1	4	7	3	10	8	36	15	9	14	7	3	117
Dubuque				9	16	12	14	7	22	13	2	2	3		100
Cedar Rapids					1	1	3	1	8	10	3	1		1	29
Ottumwa				1	7	10	8	1	13	5	4	2	4		55
Muscatine				1	4	3	3		15	9	10	5	8	2	60
Fort Dodge				4	3	7	2	8	16	7	5	1			53
Keokuk			1	1	3	1		4	11	6	5	2	4	1	39
Marshalltown					2		1		4	4		1	2		14
Iowa City			1	1	2	2	2	2	7	1	1	1	2	1	23
Fort Madison					1	3	3	3	17		2	1	3		33
Centerville				1		3	3	3	10	5	3	3		1	32
Creston					2	3	1	2	13	7	4	3	2		37
Oelwein							1	1	4	1	1		2	1	11
Total	1	8	22	48	83	96	107	86	320	184	85	76	63	11	1,190

TABLE NO. IV—SCHOOL EXPERIENCE OF WOMEN WAGE-EARNERS IN DEPARTMENT AND OTHER RETAIL STORES, GIVING NUMBER INTERVIEWED OF EACH GRADE BY CITIES.

	4th grade	5th grade	6th grade	7th grade	Grammar	1st year high	2nd Year high	3rd year high	High	Academy	Business College	College	Normal	Country	Foreign country	No school	Miscellaneous	Total
Des Moines	1	8	22	30	114	34	29	16	52	0	1	14	1	25	4			351
Sioux City		3	12	15	83	21	31	13	32		2	2	2	11	7	1		236
Davenport			1	12	61	12	12	7	11			1	1					117
Dubuque			11		50	5	7	3	8		2	3						100
Cedar Rapids		1	3	1	5	2	4	4	6				1					29
Ottumwa				4	23	3	9	6	5		2			3				55
Muscatine			1	1	22	5	7	3	5		3	4	4	4		1		60
Fort Dodge			2		18	6	9	3	7	1	1		1	2				53
Keokuk			3	2	21	7	1	1	1			1		2				39
Marshalltown			4	2	4				1					3				14
Iowa City					7	3	2		4	2		2						23
Fort Madison				2	10	11	3		5		1						1	33
Centerville				1	11	5	6		6		2			4				32
Creston					8	4	8	7	6					2				37
Oelwein					2	1			6			1		1				11
Total	1	15	57	72	448	121	127	68	155	3	15	28	10	60	11	2	2	1,190







## CONDITIONS OF EMPLOYMENT OF WOMEN IN

Number	Occupation	Nationality or Descent	Age (Years)	Married or Single	Schooling
1	Cook	German	28	Divorced	Country
2	Waitress	German	30	S	High, Bus. Coll.
3	Waitress	German	34	S	Grammar, Bus. Coll.
4	Waitress	German-French	27	S	Three years High
5	Maid	English-Irish	27	M	Fifth Grade
6	Maid	Irish-Swede	30	Divorced	Sixth Grade
7	Maid	Dutch	24	M	One year High
8	Maid	German	41	S	Grammar
9	Maid	German	37	S	Sixth year
10	Maid	German	28	S	One yr. High, Normal
11	Maid	Dutch	32	S	Holland
12	Maid	German	27	M	One year High
13	Maid	French	24	S	Fourth Grade
14	Maid	German	23	S	Grammar
15	Maid	American	28	M	Sixth Grade
16	Waitress	German	25	S	Grammar
17	Waitress	Irish	26	Divorced	Two yrs. Hl., B. Coll.
18	Waitress	French	33	Widow	Fifth Grade
19	Waitress	Dutch-English	23	S	Seventh Grade
20	Waitress	Norwegian	24	M	One year High
21	Waitress	Swede	32	Widow	Two years High
22	Waitress	Norwegian	24	S	Grammar
23	Waitress	Norwegian	27	S	Norway
24	Waitress	German	21	S	Sixth Grade
25	Waitress	French	20	S	Sixth Grade
26	Waitress	Irish	21	M	Grammar
27	Maid	American	41	Divorced	Sixth Grade
28	Waitress	German	20	S	Three years High
29	Linon girl	German	30	M	Country
30	Waitress	German	21	S	Seventh Grade
31	Silver girl	Swede	27	S	Grammar
32	Waitress	German-Scotch	29	S	Fourth Grade
33	Second cook	English	51	Divorced	Country
34	Waitress	German	25	M	One year High
35	Housekeeper	Welsh	36	S	Grammar
36	Housekeeper	American	36	Widow	Grammar
37	Second cook	German	32	M	None
38	Asst. housekeeper	Norwegian	25	S	Norway
39	Cashier	German-Swede	26	S	Three years High
40	Head cook	Irish	44	Widow	Sixth Grade
41	Cashier	American	26	S	Grammar
42	Head waitress	Irish	28	S	High, Bus. Coll.

## CONDITIONS OF EMPLOYMENT OF WOMEN IN

1	Waitress	Irish	21	S	Country
2	Waitress	Irish	26	M	Grammar
3	Waitress	Irish	24	M	Grammar
4	Waitress	Scotch-Irish	37	Divorced	Grammar
5	Waitress	German	26	S	Grammar
6	Waitress	Irish	22	S	One year High
7	Waitress	French-English	27	S	High
8	Waitress	German	27	S	Two years High
9	Maid	German	20	M	Fifth Grade
10	Maid	German	19	S	Three years High
11	Maid	German	21	S	Country
12	Maid	Swede	47	S	Sweden
13	Maid	English	34	S	Grammar
14	Maid	American	39	Widow	Country
15	Waitress	American	25	Divorced	Country
16	Maid	Irish-English	37	Divorced	Country
17	Maid	German	38	Divorced	Seventh Grade
18	Maid	German	24	S	Grammar
19	Maid	American	32	Divorced	Country
20	Maid	German	24	Divorced	Grammar

## HOTELS AND RESTAURANTS, SIOUX CITY, IOWA.

Experience	Average weekly earnings including meals and room	Average weekly earnings including meals only	Average weekly earnings with out meals or room	Average weekly expenditures for shelter, etc.	2 or 3 meals	Hours per day	Hours per week	Day or night	Number
Eight months	\$ 5.00					12	84	Day	1
Ten years		\$ 5.75		\$3.00	3	8	56	Day	2
Thirteen years		5.75		3.00	3	8	56	Day	3
Two one-half years		5.75		3.00	3	8	56	Day	4
Ten months		5.75		At home		8	56	Day	5
One year		5.75		2.50		8½	56	Day	6
Two years		5.75		At home		8½	60	Day	7
Eight years		5.75		3.60		8½	60	Day	8
Nine years		5.75		At home		8½	60	Day	9
Four days		5.75		At home		8½	60	Day	10
One year		5.75		At home		8½	60	Day	11
Four years		5.75		At home		8½	60	Day	12
Two years		5.75		3.25		8	60	Day	13
Six months		5.75		At home		9	63	Day	14
Five months		5.75		At home		9	63	Day	15
Five years		7.00		4.00	3	8	56	Day	16
Four months		7.00		2.50	3	8	56	Day	17
Fourteen years		7.00		At home	3	10	70	Night	18
Four years		7.00		At home	3	10	70	Night	19
Ten years		7.00		3.00	3	11	77	Night	20
Eight months		7.00		2.50	3	10	70	Day	21
Three years		7.00		3.25	3	10	70	Day	22
Six months		7.00		3.25	3	12	82	Day	23
Two years		7.00		At home	3	10½	72	Day	24
Four years		7.00		At home	3	10½	72	Day	25
Three years		7.00		At home	3	10½	72	Day	26
Two years		7.00		3.25		8½	60	Day	27
Two years		7.40		3.75	3	9	63	Day	28
Two years		7.40		At home		10	70	Day	29
Five years	8.00				3	10	70	Day	30
One year		8.50		2.00		9½	66	Day	31
Six years		9.00		3.50	3	10½	72	Day	32
Twenty-five years		9.00		2.00	3	12	84	Day	33
Six years		9.00		At home	3	11	77	Day	34
Eight years	9.25					12	84	Day	35
Three years	9.25					12	82	Day	36
Two years		10.00		At home	3	10	70	Day	37
Two years		10.85		4.50				Day	38
Six years		12.00		3.00	3	12	75	Day	39
Ten years		12.00		At home	3	10	70	Day	40
Five one-half years		13.50		At home	3	12	75	Night	41
Ten years	17.25				3			Day	42

## HOTELS AND RESTAURANTS, DAVENPORT, IOWA.

Three years	\$ 4.00			3	9	63	Day	1
Ten years	4.00			3	9	63	Day	2
Four years	4.00			3	9	63	Day	3
Seven years	4.00			3	9	63	Day	4
Five years	4.00			3	9	63	Day	5
Two years	4.00			3	9	63	Day	6
Eight years	4.00			3	9	63	Day	7
Five years	4.00			3	9	63	Day	8
Two years	4.00				7½	50	Day	9
Six years	4.00				7½	50	Day	10
Three years	4.00				9	63	Day	11
Twenty-five years	4.00				10	60	Day	12
One year	4.00				9	63	Day	13
Three weeks	4.00				9	63	Day	14
Two years	4.00				9½	66	Day	15
Three years		\$ 4.60			9	63	Day	16
Four years		4.60			9	63	Day	17
Five years		4.60			9	63	Day	18
One year		4.60			9	63	Day	19
Four years	4.60				9	63	Day	20



## CONDITIONS OF EMPLOYMENT OF WOMEN IN

Number	Occupation	Nationality or Descent	Age (Years)	Married or Single	Schooling
21	Maid	German	50	S	One year High
22	Janitress	German	23	M	Fifth Grade
23	Maid	American	38	S	Seventh Grade
24	Cashier	English-German	20	S	Two years High
25	Waitress	Swede	35	M	Grammar
26	Waitress	Swede	27	Divorced	Three years High
27	Laundress	German	57	Divorced	Country
28	Linen girl	American	20	M	One year High
29	Waitress	German	18	S	Grammar
30	Waitress	Irish	32	M	Sixth Grade
31	Housekeeper	American	37	Widow	Country
32	Cashier	American	24	S	One & one-half yr. Hi.
33	Pastry cook	Swiss	24	M	Grammar
34	Dishwasher	Swede	24	S	Grammar
35	Waitress	Dutch	22	S	High
36	Cashier	German	23	M	Grammar
37	Maid	German	26	M	Grammar
38	Maid	German	21	S	Grammar
39	Maid	American	25	S	Sixth Grade
40	Head waitress	Irish	35	S	Ireland
41	Housekeeper	American	39	Divorced	Seventh Grade
42	Head cook	German	39	S	Grammar

## CONDITIONS OF EMPLOYMENT OF WOMEN IN

1	Kitchen girl	German	18	S	Sixth Grade
2	Maid	English	34	Divorced	Grammar
3	Maid	American	26	S	Sixth Grade
4	Maid	American	19	S	Sixth Grade
5	Second cook	Irish	22	S	Seventh Grade
6	Waitress	German	30	S	Sixth Grade
7	Second cook	German	27	S	Country
8	Waitress	German	23	S	Grammar
9	Waitress	German	22	S	Grammar
10	Waitress	Irish	22	S	Sixth Grade

## CONDITIONS OF EMPLOYMENT OF WOMEN IN

1	Waitress	American	21	M	High
2	Dishwasher	Bohemian	24	M	Sixth Grade
3	Waitress	Bohemian	18	S	High
4	Kitchen girl	Bohemian	19	S	Fifth Grade
5	Kitchen girl	Irish	20	S	Sixth Grade
6	Waitress	Irish	21	S	Seventh Grade
7	Waitress	German-Irish	23	M	High
8	Waitress	German	27	Divorced	Seventh Grade
9	Waitress	Norwegian	21	S	Sixth Grade
10	Waitress	American	19	S	Grammar
11	Maid	Colored	21	M	Grammar
12	Waitress	American	21	S	Sixth Grade
13	Waitress	American	19	S	Eighth Grade
14	Waitress	American	17	S	Seventh Grade
15	Cashier	Colored	26	M	One year High
16	Cashier	German	22	S	Grammar
17	Cashier	American	22	S	Two years High
18	Maid	English-Irish	19	Divorced	High
19	Maid	American	39	M	Country
20	Maid	American	30	M	Grammar
21	Maid	American	39	M	Sixth Grade
22	Maid	Swede	27	M	None
23	Maid	German-English	24	Divorced	Grammar
24	Maid	German	29	Widow	Sixth Grade
25	Cook	Colored	42	Widow	Sixth Grade
26	Housekeeper	German	49	Widow	Two years High

## HOTELS AND RESTAURANTS, DAVENPORT, IOWA—CONTINUED.

Experience	Average weekly earnings including meals and room	Average weekly earnings including meals only	Average weekly earnings with-out meals or room	Average weekly expenditures for shelter, etc.	2 or 3 meals	Hours per day	Hours per week	Day or night	Number
Six years	5.00					8	42	Day	21
Three years			\$ 5.75	At home		8½	60	Day	22
Six years	5.75					9	61	Day	23
One month		5.75		At home		7½	52	Day	24
Four years		5.75		At home	3	10	70	Day	25
Four years		5.75		2.00	3	9½	66	Day	26
Thirty-five years		5.75		At home		9	60	Day	27
Two months		5.75		At home		10	63	Day	28
Two years		6.00		At home	2	8½	55	Day	29
Three years		7.00		At home	3	10½	73	Day	30
Five years	7.00					7	49	Day	31
Seven years		8.00		3.00		10	70	Day	32
Two years		8.00		At home		9	63	Day	33
Four years		8.00		2.50		11½	79	Day	34
One year		8.00		3.00	2	11½	79	Day	35
Two years		8.00		At home		12	84	Day	36
Four years			8.00	At home		8½	60	Day	37
Three years			9.25	At home		8½	60	Day	38
Six years			9.25	3.50		8½	60	Day	39
Seven years	10.50				3	9½	67	Day	40
Four years	12.00							Day	41
Eight years		20.00		At home		11½	80	Day	42

## HOTELS AND RESTAURANTS, DUBUQUE, IOWA.

One year	\$ 4.00				3	11	72	Day	1
Two years	4.60					9	60	Day	2
One one-half years	4.60					9	60	Day	3
One one-half years	4.60					9	60	Day	4
Two years	4.60					11	72	Day	5
Six years	4.60					10	72	Day	6
Two years	5.00					9	63	Day	7
One one-half years		\$ 5.00		\$2.60	3	9	63	Day	8
Three years		5.00		2.50	3	9	63	Day	9
Two years		6.00		2.35	3	9	63	Day	10

## HOTELS AND RESTAURANTS, CEDAR RAPIDS, IOWA.

Five months		\$ 7.00		At home	3	10	70	Day	1
Five years		7.00		At home		8	56	Day	2
Five months	\$ 5.00				3	12	74	Day	3
Five months	5.00					13	83	Day	4
Five months	5.00			\$ .75		13	83	Day	5
Five months		5.00		.75	3	10½	72	Day	6
One year		5.00		At home	3	10½	72	Day	7
Six years	5.00				3	10	70	Day	8
Two years	5.00				3	10	70	Day	9
Four months		5.00		1.50	3	10½	73	Day	10
Three weeks		5.00		At home		7	42	Day	11
Two years		6.00		1.50	3	10½	73	Day	12
Two years		6.00		1.50	3	10½	73	Night	13
Six months		6.00		At home	3	9	58	Night	14
Six months		6.00		At home		9	63	Day	15
One year		7.00		2.50		10½	76	Day	16
Two months		7.00		2.00		8½	60	Day	17
Four months			\$ 7.00	At home		8½	57	Day	18
Fourteen months			7.00	At home		8½	57	Day	19
Two months			7.00	At home		8½	57	Day	20
Two years			7.00	At home		8½	57	Day	21
One year			7.00	At home		8½	57	Day	22
Three months			7.00	At home		8½	57	Day	23
Two months			7.00			8½	57	Day	24
Twenty-five years	7.00				3	10½	73	Day	25
Twenty years	11.50							Day	26



## CONDITIONS OF EMPLOYMENT OF WOMEN IN

Number	Occupation	Nationality or Descent	Age (Years)	Married or Single	Schooling
1	Waitress	Irish	28	Divorced	Grammar
2	Dishwasher	German	44	Widow	
3	Dishwasher	Irish-Dutch	33	Divorced	Country
4	Second cook	American	28	M	Second Grade
5	Dishwasher	Dutch	46	M	Holland
6	Dishwasher	German	24	S	Sixth Grade
7	Dishwasher	American	17	S	Grammar
8	Head cook	German-Scotch	47	Widow	One year High
9	Dishwasher	Irish	17	S	Grammar
10	Maid	Irish	19	S	Grammar
11	Maid	Dutch-Irish	42	Widow	Country
12	Maid	Dutch	30	Divorced	
13	Dishwasher	American	21	Divorced	Seventh Grade
14	Waitress	German	21	S	Sixth Grade
15	Third cook	American	25	Divorced	One one-half year High
16	Waitress	Scotch-Irish	29	S	Sixth Grade
17	Waitress	German	21	S	Two years Country
18	Cashier	American	18	S	
19	Cook	Irish-Dutch	38	Divorced	Country
20	Second cook	French-Irish	33	Widow	Sixth Grade
21	Head cook	Dutch	54	M	Country
22	Night cook	American	43	Divorced	
23	Head cook	Irish	39	Widow	Seventh Grade
24	Housekeeper	Scotch	50	Widow	Coll., Dom. Science

## CONDITIONS OF EMPLOYMENT OF WOMEN IN

1	Waitress	German	25	Divorced	Grammar, College
2	Waitress	German	20	M	Seventh Grade
3	Maid	German	20	M	Country
4	Housekeeper	American	38	M	Country
5	Waitress	French	31	Divorced	Grammar
6	Waitress	Irish	27	S	Sixth Grade
7	Waitress	Irish	19	S	Grammar
8	Waitress	Scotch-Irish	28	S	Fourth Grade
9	Waitress	Irish	33	Divorced	Fifth Grade
10	Dishwasher	Irish-German	26	S	Grammar
11	Maid	German	45	M	Country
12	Kitchen girl	German	61	Divorced	Country
13	Maid	Irish-German	40	Widow	Grammar
14	Waitress	German-Scotch	28	Divorced	Seventh Grade
15	Waitress	German	25	Divorced	Grammar
16	Waitress	French-German	46	S	Country
17	Head waiter	German	28	S	Sixth Grade
18	Cigar girl	German	25	S	Country
19	Housekeeper	German	30	S	Country
20	Dishwasher	German	21	S	Seventh Grade
21	Dishwasher	American	27	Divorced	Fifth Grade
22	Head cook	Irish-German	42	Widow	Sixth Grade
23	Pastry cook	Irish-German	52	S	Sixth Grade
24	Second cook	Colored	38	Divorced	One year High

## CONDITIONS OF EMPLOYMENT OF WOMEN IN

1	Waitress	Irish	20	S	Grammar
2	Waitress	French-German	18	S	Two years High
3	Maid	American	42	Divorced	
4	Dishwasher	Scotch-English	21	S	Grammar
5	Kitchen girl	Irish-German	22	S	Grammar
6	Dishwasher	German	19	S	Two years High
7	Waitress	German	20	S	Grammar
8	Pantry girl	American	35	Widow	One year High
9	Pantry girl	Bohemian	19	S	Third Grade

## HOTELS AND RESTAURANTS, OTTUMWA, IOWA.

Experience	Average weekly earnings including meals and room	Average weekly earnings including meals only	Average weekly earnings with-out meals or room	Average weekly expenditures for shelter, etc.	2 or 3 meals	Hours per day	Hours per week	Day or night	Number
Eight years	\$ 4.00				3	11	77	Day	1
Six years		\$ 4.00		At home		14½	98	Day	2
Three months		4.00		\$1.50		12	84	Day	3
Seven years		4.00		At home		12	84	Day	4
One year		4.00		At home		12	84	Day	5
Two years		4.00				11	77	Day	6
Four years		5.00				12	72	Day	7
Eleven years		5.00				9	63	Day	8
Eight months		5.00		At home		12	84	Day	9
Three weeks		5.00				8	56	Day	10
Seven years		5.00		1.75		12	84	Day	11
Two years		5.00		At home		10	70	Day	12
Ten years		5.00		1.75		10	70	Day	13
		6.00		2.00	3	11	77	Day	14
One year		6.00		At home		12	84	Day	15
Twelve years		6.00		2.00	3	10½	72	Day	16
One year		8.00		2.00	3	11	77	Day	17
Six months		8.00		1.50		10½	61	Night	18
Six years		10.00		2.50		12	84	Day	19
Two years		11.00		At home	3	12	84	Day	20
Twenty years		12.00		2.25		12	84	Day	21
Five years		12.00				12	82	Night	22
Fifteen years		15.00		At home		13	91	Day	23
Twenty-two years	17.25								24

## HOTELS AND RESTAURANTS, MUSCATINE, IOWA.

Two years	\$ 3.00				3	12	84	Day	1
Six months	3.00				3	8	56	Day	2
Two years	4.00					8½	56	Day	3
Seven years	4.00					8	56	Day	4
Three years	4.00				3	8½	59	Day	5
Three years	4.50				3	9	63	Day	6
Two years	4.50				3	9	63	Day	7
Ten years	4.60				3	10	70	Day	8
Nine years	4.60				3	10	70	Day	9
Two years	4.60					11	77	Day	10
Three years	4.60					9	73	Day	11
Two years	4.60					12	84	Day	12
Fifteen years	4.60				3	9	63	Day	13
Two years	4.60				3	10	70	Day	14
Five months	4.60				3	10	70	Day	15
Seventeen years	4.60				3	10	70	Day	16
Eleven years	5.75				3	10	70	Day	17
Four years	5.75					9	63	Day	18
Ten years	5.75					11½	80	Day	19
Two years		\$ 6.00		\$3.00		10	72	Day	20
Seven years		7.00		3.50		12	84	Day	21
Five years		8.00		1.85		12	84	Day	22
Twenty-three years		8.00		3.00		12	84	Day	23
Ten years		9.00		At home		14	94	Day	24

## HOTELS AND RESTAURANTS, FORT DODGE, IOWA.

Eight months	\$ 4.60				3	10	70	Day	1
Three years	4.60				3	10	70	Day	2
Seven years	4.60					9	63	Day	3
One year	4.60				3	10	70	Day	4
Eight months	4.66					10	70	Day	5
Nine months		\$ 5.00		At home		11	77	Day	6
Two years		5.75		At home	3	10½	72	Day	7
Seven years	5.75					10½	72	Day	8
Three months						10	70	Day	9



## CONDITIONS OF EMPLOYMENT OF WOMEN IN

Number	Occupation	Nationality or Descent	Age (Years)	Married or Sin	Schooling
10	Housekeeper	Norwegian	36	S	Norway
11	Silver girl	Dane	17	S	Denmark
12	Dishwasher	German	43	M	Fifth Grade
13	Cashier	American	19	S	Grammar, Bus. Coll.
14	Waitress	Norwegian	25	S	One year High
15	Waitress	German	20	S	High
16	Waitress	Irish	25	M	Ireland
17	Waitress	English-Irish	27	S	One year High
18	Waitress	Irish-French	21	S	High
19	Waitress	German	22	S	Two years college
20	Waitress	German	26	S	Grammar
21	Waitress	German	22	S	Grammar
22	Waitress	Norwegian	23	S	Country
23	Waitress	German	20	S	One year High
24	Third cook	Norwegian	32	S	Norway
25	Head cook	German	25	M	Seventh Grade
26	Head cook	Swede	42	S	Sweden
27	Head waitress	Scotch	34	Divorced	Sixth Grade

## CONDITIONS OF EMPLOYMENT OF WOMEN IN

1	Waitress	Swede	19	S	Sixth Grade
2	Waitress	German	21	Divorced	Seventh Grade
3	Waitress	American	23	Divorced	Grammar
4	Dishwasher	German	37	M	Country
5	Maid	Irish	27	Divorced	Grammar
6	Maid	German	30	M	Seventh Grade
7	Housekeeper	Dutch	50	Divorced	Sixth Grade

## CONDITIONS OF EMPLOYMENT OF WOMEN IN

1	Waitress	American	23	S	Sixth Grade
2	Dishwasher	German	35	M	Sixth Grade
3	Waitress	Norwegian	21	S	Fifth Grade
4	Maid	Swede	42	Widow	Fifth Grade
5	Waitress	American	22	S	Sixth Grade
6	Waitress	American	25	Divorced	Fifth Grade
7	Waitress	Norwegian	17	S	Grammar
8	Maid	Norwegian	27	Divorced	Fifth Grade

## CONDITIONS OF EMPLOYMENT OF WOMEN IN

1	Waitress	American	22	S	Country
2	Waitress	American	20	S	Country
3	Waitress	Irish	28	S	Fifth Grade
4	Waitress	English	19	S	Sixth Grade
5	Waitress	Bohemian	21	S	Grammar
6	Waitress	American	23	S	Grammar
7	Cook	American	27	M	Sixth Grade
8	Waitress	American	16	S	Sixth Grade
9	Waitress	German-Irish	20	S	Two years High

## CONDITIONS OF EMPLOYMENT OF WOMEN IN

1	Waitress and silver girl	American	16	S	Seventh Grade
2	Waitress	American	18	S	One year High
3	Dishwasher	Colored	17	S	Seventh Grade
4	Cashier	American	18	S	Three years High
5	Waitress	German	22	S	None
6	Dishwasher	American	51	Widow	Eighth Grade
7	Dishwasher	Colored	20	Widow	Fifth Grade

## HOTELS AND RESTAURANTS, FORT DODGE, IOWA—CONTINUED.

Experience	Average weekly earnings including meals and room	Average weekly earnings including meals only	Average weekly earnings with out meals or room	Average weekly expenditures for shelter, etc.	2 or 3 meals	Hours per day	Hours per week	Day or night	Number
Eleven years	5.75					9	63	Day	10
Three weeks	5.75					9½	66	Day	11
Three months	5.75					10	70	Day	12
Five months	5.75					9	63	Day	13
Three years		5.75		\$3.00	3	10½	72	Day	14
Four years		5.75			3	10½	72	Day	15
Five years		5.75		At home	3	10½	72	Day	16
Seven years		5.75		3.50	3	10½	72	Day	17
Eight years		5.75		4.00	3	10½	72	Day	18
Two & one-half yrs.		5.75		3.25	3	10½	72	Day	19
Four years		5.75		3.75	3	10½	72	Day	20
Four years		5.75		3.00	3	10½	72	Day	21
Five years		7.00		2.50	3	12*	84	Day	22
Six years		7.00		1.50	3	12	84	Day	23
Two years	7.00					10	70	Day	24
Two months		9.00		At home		11	77	Day	25
Five years	12.00					14	95	Day	26
15 years	12.00					11	72	Day	27

## HOTELS AND RESTAURANTS, KEOKUK, IOWA.

Four years		\$ 5.00		\$2.00	3	11	72	Day	1
Five years		5.00		2.50	3	12	82	Day	2
Three months		6.00		2.00	3	11	77	Day	3
Twenty-four years		7.00		At home		12	84	Day	4
Three years		7.40		At home		7	49	Day	5
One one-half years		7.40		At home		7	49	Day	6
Fourteen years		9.25		1.50				Day	7

## HOTELS AND RESTAURANTS, MARSHALLTOWN, IOWA.

Three years	\$ 4.00				3	9	58	Day
Five years	5.00					10	70	Day
One year		\$ 7.00		At home	2	7	49	Day
One year			\$ 7.00			8	52	Day
Three years		7.00		At home	3	10	70	Day
Fourteen months		7.00		\$1.75	3	10	70	Day
Six months		7.00		1.50	3	8	56	Day
Three years			7.00	At home		8	52	Day

## HOTELS AND RESTAURANTS, OELWEIN AND IOWA CITY, IOWA.

Two years	\$ 4.00				3	9	57	Day	1
Six months	4.00				3	9	60	Day	2
Eight years	4.00				3	10	70	Day	3
Three years	4.00				3	10	70	Day	4
Ten months	5.75				3	10	70	Day	5
Two years	5.75				3	10	70	Day	6
Three years		\$ 6.00		At home	3	14	86	Day	7
Four months		7.00			3	11½	75	Day	8
One one-half years		7.00		\$1.50	3	11½	75	Day	9

## HOTELS AND RESTAURANTS, FORT MADISON, IOWA.

Six months	\$ 2.00					9	63	Day	1
One year	3.00				3	9	63	Day	2
Six months	3.00					8	56	Day	3
Six months	3.00					7	49	Day	4
One year	3.00				3	13	91	Day	5
One year	3.00					9	71	Day	6
Twelve years	3.50					9	70	Day	7



## CONDITIONS OF EMPLOYMENT OF WOMEN IN

Number	Occupation	Nationality or Descent	Age (Years)	Married or Single	Schooling
8	Waitress	German	35	S	Seventh Grade
9	Waitress	German-Irish	24	M	Two years High
10	Maid	Colored	30	Divorced	Seventh Grade
11	Waitress	German-Irish	39	Widow	Eighth Grade
12	Dishwasher	American	40		Country
13	Second cook	French	43	S	Eighth Grade
14	Waitress	American	30	S	Eighth Grade
15	Waitress	German	24	S	
16	Waitress	American	18	S	
17	Maid	German	43	Widow	One year High
18	Second cook	Scotch-Irish	40	M	Grammar
19	Maid	German	48	S	Country
20	Laundress	American	40	Divorced	Grammar
21	Laundress	German	33	Divorced	Country
22	Cook	German	50	Divorced	Country
23	Head cook	Irish	43	S	Germany
24	Head cook	French-Indian	44	Widow	Grammar
25	Waitress	Irish-German	26	Divorced	Fourth Grade

## CONDITIONS OF EMPLOYMENT OF WOMEN IN

1	Pantry girl	Irish-Dutch	16	S	Grammar
2	Waitress	English	17	S	Grammar
3	Dishwasher	French	14	S	Fifth Grade
4	Silver girl	Colored	15	S	Sixth Grade
5	Kitchen girl	Swede	22	M	Fifth Grade
6	Maid	Colored	35	M	Grammar
7	Dishwasher	Dutch	54	Divorced	Country
8	Dishwasher	Irish-Dutch	44	Divorced	Country
9	Waitress	Scotch-Irish	18	S	Seventh Grade
10	Dishwasher	English	17	S	Grammar
11	Second cook	American	28	S	Grammar
12	Maid	French	55	M	France
13	Waitress	German	24	S	Seventh Grade
14	Waitress	German	18	S	Grammar
15	Waitress	German	25	S	Grammar
16	Waitress	German	37	Divorced	Grammar
17	Dishwasher	Colored	40	Widow	High
18	Cook	Scotch-English	40	Widow	None
19	Pastry cook	Dutch	44	Widow	Fifth Grade
20	Head waiter	Dutch	19	S	Second Grade
21	Head cook	American	40	Divorced	Country
22	Second cook	English	40	Widow	Country

## CONDITIONS OF EMPLOYMENT OF WOMEN IN

1	Maid	Irish-Dutch	44	M	Country
2	Waitress	German-English	16	S	Grammar
3	Maid	German	45	Divorced	Country
4	Maid	French	20	S	One year High
5	Waitress	Norwegian	22	S	High
6	Waitress	English	21	S	Country
7	Dishwasher	English	22	S	Two years High
8	Cashier	English-Irish	18	S	Seventh Grade
9	Dishwasher	English	39	Divorced	Two years High
10	Maid	German	38	S	Grammar
11	Waitress	Irish	30	Divorced	Australia
12	Waitress	Irish	17	S	Seventh Grade
13	Waitress	Irish	21	S	Grammar
14	Head waitress	Irish	22	S	Sixth Grade
15	Waitress	Scotch-Irish	38	Divorced	Country
16	Second cook	Scotch-Irish	20	S	Seventh Grade
17	Dishwasher	American	37	Divorced	Seventh Grade
18	Waitress	American	56	M	Second Grade
19	Head waitress	German	39	M	High
20	Cook	Irish	41	Divorced	Fifth Grade
21			47	M	Country

## HOTELS AND RESTAURANTS, FORT MADISON, IOWA—CONTINUED.

Experience	Average weekly earnings including meals and room	Average weekly earnings including meals only	Average weekly earnings without meals or room	Average weekly expenditures for shelter, etc.	2 or 3 meals	Hours per day	Hours per week	Day or night	Number
Fifteen years	3.50				3	10½	73	Day	8
Eight years	3.50				3	10½	73	Day	9
Five years	3.50				3	9	63	Day	10
Four weeks		\$ 3.50			3	12	84	Day	11
Four years	3.50					12	84	Day	12
Ten years		4.00		\$ 1.75		12	84	Day	13
Six months		4.00		1.75		10½	72	Day	14
Two years		4.00		2.00	3	12	84	Day	15
Eight months	4.00				3	11½	83	Day	16
Seven years	4.50					11	77	Day	17
Fifteen years	4.50					10	70	Day	18
Four years	4.50					10	70	Day	19
Six years	5.00					9	54	Day	20
Two years	5.00					9	54	Day	21
Three years	7.00					14	94	Day	22
Four years	7.00					14	94	Day	23
Twelve years	9.00					11	77	Day	24
Five years		15.00			3	12	84	Day	25

## HOTELS AND RESTAURANTS, CENTERVILLE, IOWA.

Nine weeks	\$ 3.00				9	60	Day	1	
Three years	3.00				3	9	60	Day	2
One week	3.00				10	70	Day	3	
One year	3.00				10	70	Day	4	
Five weeks	3.00				9½	64	Day	5	
Two years	3.50				10	63	Day	6	
Two years	3.50				10	70	Day	7	
Two years		\$ 4.00		\$ 1.50	10	70	Day	8	
Two years	4.00				3	11½	77	Day	9
Nine months	4.00				9	63	Day	10	
Two years	4.00				8½	60	Day	11	
Two years	4.00				32	80	Day	12	
Three years	4.50				3	8½	57	Day	13
Two years	4.50				3	8½	57	Day	14
Two one-half years	4.50				3	9	63	Day	15
Nineteen years	4.50				3	10	70	Day	16
Five years		4.50		At home	13	91	Day	17	
Ten years	6.00				12½	87	Day	18	
Four years	6.00				9	63	Day	19	
Four years	6.25				8	56	Day	20	
Two years		7.00		1.50	9	63	Day	21	
Eight years		7.00			11	77	Day	22	

## HOTELS AND RESTAURANTS, CRESTON, IOWA.

Six weeks		\$ 4.00		At home	9	63	Day	1	
Three months		4.00		\$ 2.50	3	8	56	Day	2
Seven years		4.00		1.25		9	63	Day	3
Five years	\$ 4.50					9	63	Day	4
One year	4.60				3	8	56	Day	5
Two years		5.00		3.00	3	8	56	Day	6
Two years		6.00		2.00		10½	72	Day	7
Four years		6.00		At home		12	84	Day	8
Two years		6.00		1.50		10½	72	Day	9
Seventeen years		6.00		1.75		9	60	Day	10
Fifteen years		7.00		2.25	3	9	60	Day	11
Eight months		7.00		At home	3	9	60	Day	12
Three years		7.00		At home	3	8	56	Day	13
Seven years		7.00		At home	3	8	56	Day	14
Five years		7.00		3.25	3	8	56	Day	15
Seven years		7.00		At home	3	10	70	Day	16
Six weeks		7.00		At home	3	10	70	Day	17
Six years		7.00		1.25		12	84	Day	18
Four years		7.00		At home	3	12	84	Night	19
Twenty years		8.00		At home	2	8	56	Day	20
Eight years		15.00		At home	3	12	84	Day	21



TABLE NO. VI—WOMEN WAGE-EARNERS INVESTIGATED IN HOTELS AND RESTAURANTS, GIVING NUMBER BY CLASSIFIED AGES OF EACH CITY.

	14 Years	15 Years	16 Years	17 Years	18 Years	19 Years	20 Years	21 to 25 Years	26 to 30 Years	31 to 35 Years	36 to 40 Years	41 to 50 Years	Over 50 Years	Total
Des Moines				1	1	5	2	13	12	10	3	14	3	64
Sioux City							2	12	16	5	2	3	1	42
Davenport					1	1	3	15	6	5	6	2	1	42
Dubuque					1	1		4	3	1				10
Cedar Rapids				1	1	4	1	10	5		2	2		26
Ottumwa				2	1	1		5	4	2	2	6	1	24
Muscatine						1	2	4	7	2	3	3	2	24
Fort Dodge				1	1	3	4	9	2	3	1	3		27
Keokuk						1		2	1	1		1		7
Marshalltown								2	2	1				5
Iowa City and Oelwein				1				4	1					6
Fort Madison			1	1	2	1	2	3	2			1		9
Centerville			1	1	2	1		3	4	2	4	6	1	25
Creston	1	1	1	2	2	1		3	1	1	4	3	1	22
Total	1	1	4	10	12	19	18	92	66	32	36	48	12	351

TABLE NO. VII—SCHOOL EXPERIENCE OF WOMEN WAGE-EARNERS IN HOTELS AND RESTAURANTS, GIVING NUMBER INTERVIEWED OF EACH GRADE BY CITIES.

	2nd grade	3rd grade	4th grade	5th grade	6th grade	7th grade	Grammar	1st year high	2nd year high	3rd year high	High	Business college	College	Normal school	Country school	Foreign country	No school	Miscellaneous	Total
Des Moines		1	2	8	3	10	9	6	3	1	2		1		1	4	1	7	64
Sioux City			2	2	7	2	9	3	1	3	1	4		1	3	2	1		42
Davenport				2	2	3	15	4	2	2	2				7	2		1	42
Dubuque					5	1	1								1			1	10
Cedar Rapids				1	7	3	5	1	2		4				1		1	1	26
Ottumwa	1				4	2	4	2					1		5	1		4	24
Muscatine			1	2	4	2	6	1					1		7				25
Fort Dodge		1		1	1	1	7	4	3		2	1	1		1	4			27
Keokuk					2	2	2								1				7
Marshalltown				4	3		1												8
Iowa City and Oelwein				1	2		1		1						2			2	9
Fort Madison			1	1		4		8	2	1	1				4	1	1	1	25
Centerville	1			3	1	2	7				1				4	1	1	1	22
Creston	1			1	1	4	3	1	2		2				5	1			21
Total	3	2	6	26	47	33	71	30	16	7	15	5	4	1	42	17	5	18	351



## WAGES OF FARM HELP.

Below is given the wages of farm help for the years 1910, 1911, 1912 and 1913. These statistics are compiled yearly by the Secretary of the State Board of Agriculture from data reported by township assessors and are based upon averages reported from each county.

Section 2470 of the Code specifies "The duties of said Commissioner shall be to assort, systematize and present in biennial reports to the Governor, statistical details relating to all departments of labor in the state, etc.," and it is in accord with this provision that these figures are given. They make possible a comparison or trend of farm wages for males for the four year period following the United States Census.

The table is self-explanatory.

FARM LABOR—GIVING FOUR YEARS COMPARATIVE WAGE.

County	1910		1911		1912		1913	
	Average monthly wages paid farm help summer months	Average monthly wages paid farm help winter months	Average monthly wages paid farm help summer months	Average monthly wages paid farm help winter months	Average monthly wages paid farm help summer months	Average monthly wages paid farm help winter months	Average monthly wages paid farm help summer months	Average monthly wages paid farm help winter months
Adair	28.02	29.92	27.93	21.76	28.73	23.45	32.30	26.38
Adams	31.38	26.20	30.08	28.87	30.08	29.69	31.00	30.73
Allamore	22.95	36.08	21.27	16.50	31.10	20.65	31.88	22.40
Appanoose	32.37	30.08	25.83	25.71	28.50	21.65	31.50	20.81
Audubon	28.85	21.36	29.53	19.20	31.02	23.23	34.56	24.41
Benton	30.16	30.00	32.21	22.08	32.50	23.33	32.00	22.00
Black Hawk	28.46	18.04	29.78	18.37	31.82	22.10	32.00	22.00
Boone	27.46	16.32	27.50	20.18	29.19	19.83	30.35	23.60
Buchanan	25.75	20.93	27.16	22.00	28.26	23.43	31.88	23.58
Bremer	27.07	21.13	27.00	22.00	28.26	23.16	35.03	23.77
Buena Vista	31.17	21.22	31.81	25.00	33.60	23.16	29.72	17.00
Butler	28.22	17.77	27.94	17.84	27.80	24.26	31.42	23.37
Calhoun	18.28	12.66	29.57	19.76	32.84	23.25	32.72	23.53
Carroll	28.13	20.43	28.75	19.76	29.00	23.82	32.40	24.75
Cass	27.77	21.31	29.45	23.93	31.72	23.82	31.94	24.00
Cedar	28.02	19.47	29.41	22.14	36.00	18.35	31.00	20.50
Cerro Gordo	27.55	22.61	30.26	19.00	29.63	20.52	33.45	20.80
Cherokee	31.54	21.10	32.78	18.95	32.81	19.57	33.50	24.90
Chickasaw	26.58	17.40	27.04	18.06	41.29	25.00	26.50	27.35
Clarke	26.47	28.12	24.94	24.79	27.18	26.70	32.86	23.57
Clay	32.00	21.00	31.00	21.00	31.41	20.73	32.86	23.57
Clinton	27.35	22.15	25.90	17.40	24.80	19.25	33.22	20.60
Crawford	27.50	18.05	29.47	19.60	31.53	21.09	32.62	24.32
Dallas	30.75	20.90	29.08	19.94	31.65	23.66	32.62	24.32
Davis	28.71	24.68	28.22	25.85	29.25	27.00	31.67	28.09
Decatur	24.52	21.52	25.04	24.67	24.27	23.98	26.03	27.47
DeKalb	24.23	24.58	25.00	21.00	25.00	22.00	27.10	27.72
Delaware	22.72	22.72	25.00	19.50	29.44	24.66	29.83	25.97
Des Moines	27.33	22.46	30.00	25.42	30.22	26.88	29.94	27.07
Dickinson	29.30	24.41	27.63	24.80	28.77	22.00	32.75	29.43



FARM LABOR—GIVING FOUR YEARS COMPARATIVE WAGE—Continued.

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County	1910		1911		1912		1913	
	Average monthly wages paid farm help summer months	Average monthly wages paid farm help winter months	Average monthly wages paid farm help summer months	Average monthly wages paid farm help winter months	Average monthly wages paid farm help summer months	Average monthly wages paid farm help winter months	Average monthly wages paid farm help summer months	Average monthly wages paid farm help winter months
Dubuque	29.58	18.52	29.25	20.39	30.95	21.63	31.42	19.36
Emmet	28.67	23.43	30.50	20.25	31.25	25.36	32.58	24.10
Fayette	27.36	21.10	27.13	22.02	28.15	23.77	31.63	24.16
Floyd	28.60	22.39	29.45	19.74	32.88	22.94	34.37	19.41
Franklin	26.38	18.75	31.70	26.30	33.50	23.00	33.00	23.00
Fremont	31.07	29.67	29.81	22.98	31.67	28.50	33.80	34.18
Greene	30.40	24.47	28.59	22.03	30.61	22.83	30.97	25.97
Grundy	24.11		29.88	16.50	29.93	20.07	32.88	20.44
Guthrie	28.72		28.50		30.31	29.55	32.00	
Hamilton	28.91	20.84	30.03	18.88	31.89	22.32	33.65	24.32
Hancock	29.27	17.58	23.45	19.86	29.55	20.39	31.36	23.62
Hardin	32.44	23.45	26.12	25.50	30.94	23.87	31.53	25.91
Harrison	22.10	18.03	29.00	25.00	28.41	26.36	29.06	27.17
Henry	28.59	26.82	27.86	22.38	29.75	24.25	28.23	24.57
Howard	25.63	17.33	33.95	17.22	29.78	20.37	32.41	24.96
Humboldt	29.87	18.35	30.52	19.36	32.45	19.83	33.03	21.27
Ida	35.39		31.80	19.44	33.10	20.73	29.99	15.42
Iowa	28.00	20.47	29.11	21.28	31.97	22.06		
Jackson	27.20	18.87	29.20	21.09	30.78	16.12	40.71	21.50
Jasper	27.55	24.51	28.12	26.68	28.69	26.27	31.60	29.26
Jefferson	27.96	27.86	27.18	26.09	28.00	26.42	30.00	25.00
Johnson	32.25	28.28	29.00	23.00	30.95	26.68	34.10	27.35
Jones	25.55	19.38	26.70	21.10	32.82	24.40	32.30	24.35
Keokuk	27.16	22.44	27.11	25.43	29.23	26.32	29.83	27.88
Kossuth	26.79	18.48	28.27	16.45	27.50	18.25	30.47	23.75
Lee	25.80	23.55	25.37	22.15	26.50	21.63		
Linn	26.07	22.51	27.39	23.55	29.11	24.09	30.00	27.00
Lucas	25.77	24.67	29.33	26.37	30.52	29.60	29.17	28.44
Louis	29.00	23.33	25.45	21.54	26.41	23.73	27.75	23.00
Lyon	30.88	24.46	29.78	24.46	33.10	17.93	35.00	19.00

Madison	26.92	25.30	26.98	26.48	28.12	23.81	28.20	24.33
Mahaska	26.33	24.50	27.19	23.78	26.80	21.74	34.53	25.13
Marion	27.23	24.25	25.89	25.14	29.24	27.78	30.81	30.53
Marshall	29.06	23.13	29.50	23.06	29.99	23.92	32.46	25.91
Mills	30.60	28.48	31.66	28.11	29.59	27.13	30.65	29.71
Mitchell	30.25	17.84	26.59	19.07	30.87	20.70	33.57	22.20
Monona	29.15	26.04	27.08	26.09	32.58	28.81	32.79	31.50
Monroe	25.50	22.00	27.50	24.27	25.00	21.12	25.22	24.28
Montgomery	30.31	27.34	30.20	23.74	32.50	26.97	33.06	28.22
Muscatine	28.26	24.88	29.53	24.04	29.85	24.54	29.59	25.00
O'Brien	29.47	18.00	30.17	19.00	30.80	17.27	32.91	18.60
Osceola	28.82		25.00	29.50	30.33	14.00	32.00	23.00
Page	30.00	26.74	32.50	27.19	30.00	26.00	31.12	28.12
Palo Alto	27.15	21.50	26.58	20.54	29.06	11.82	30.00	15.00
Plymouth	28.48	19.52	30.30	14.83	30.08	17.84	28.75	18.50
Pocahontas	30.44	27.25	31.00	26.85	31.90	22.15	32.20	23.31
Polk	29.31	22.75	29.20	22.10	31.40	26.45	30.30	27.40
Pottawattamie	30.00	23.00	30.13	22.60	30.29	23.32	31.86	23.90
Poweshiek	23.68	25.00	29.35	22.70	30.34	25.43	32.77	26.47
Ringgold	24.88	23.62	26.33	26.13	25.28	23.88	27.10	27.43
Sac	30.37	20.80	30.29	23.63	31.78	19.78	33.00	26.54
Scott	30.00	18.95	31.93	18.56	32.61	17.95	34.24	19.08
Shelby	29.24	21.44	30.73	19.75	32.92	22.71	33.53	18.25
Sioux	27.57	16.04	28.14	18.12	29.54	17.87		
Story	30.15	22.87	30.70	24.96	31.97	24.50	32.13	23.26
Tama	30.05	20.00	31.00	20.90	31.72	23.27	35.00	25.00
Taylor	26.73	25.39	25.72	24.20	26.38	25.00	30.00	29.00
Union	27.29	26.52	26.21	25.26	28.47	24.77	28.53	28.74
Van Buren	26.36	22.10	27.42	24.28	26.86	26.21	28.22	29.82
Wapello	26.06	24.43	27.91	26.99	28.71	27.51	27.06	27.94
Warren	27.18	25.80	29.00	26.00	30.33	28.60	30.00	30.00
Washington	27.43	27.02	29.22	25.43	30.13	28.91	30.13	28.91
Wayne	24.40	20.15	25.92	26.34	26.01	25.32	28.30	26.00
Webster	27.55	22.86	30.23	25.19	28.31	21.44	31.03	25.16
Winnebago	24.75	18.80	24.50	19.10	31.48	19.69	31.19	19.97
Winnebuck	26.29	16.42	25.78	17.95	27.00	21.75	32.08	19.82
Woodbury	30.54	23.22	32.04	27.45	32.27	26.08	33.15	26.96
Worth	27.57	18.16	28.85	15.68	30.09	16.40	32.34	29.53
Wright	32.88	20.41	35.00	25.00	31.37	23.76	32.41	23.59
	\$ 28.15	\$ 21.13	\$ 28.61	\$ 22.35	\$ 30.11	\$ 23.26	\$ 31.08	\$ 24.66

BUREAU OF LABOR STATISTICS

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## EMPLOYMENT OFFICES.

The Thirty-Second General Assembly provided for certain regulation of Employment Offices or Bureaus and assigned the right to the Commissioner of Labor "to examine all records, books and any papers relating in any way to the conduct of any employment agency or bureau within the state."

In conformity with these provisions, a general examination was made of employment offices for the year 1913. Twenty-four offices were found coming under the strict provisions of the law by reason of charging a monetary or other consideration for securing employment or employes. Two establishments were found which had recently changed ownership without transfer of any records, and therefore are not included in tabulation. Thirteen institutions of a philanthropic or co-operative nature were also investigated. The data of Table II covering these is herein published more to make an added showing of the great number of wage-earners asking for and needing assistance to procure work. These thirteen philanthropic and co-operative institutions are only a very small proportion of the total number rendering this class of service. It is indicative of the importance of this class of institutions in helping many thousands, who, because of conditions or environments, need assistance to put them in the way of earning a livelihood.

No. A 1 is conducted by a Ladies' Relief organization, the inspector reporting "The employment feature of this society is growing by leaps and bounds, and is productive of untold worth, not only to the thousands who are down and out but also to those needing employes."

No. A 3 is conducted by a Commercial Club as a public service bureau, and while used mostly by the membership of the club, the public has free access to its services.

No. A 5 is conducted by manufacturers engaged in one industry alone. No fee is charged, the secretary who conducts the bureau is paid a salary by the combined manufacturers.

The work done by the several Y. M. C. A. and Y. W. C. A. associations in assisting unemployed is so well known that it needs no special explanation.

None of this class of institutions are licensed by any of the cities.

## FEE BUREAUS.

Applicants for work registering in Fee Employment Bureaus are mostly for the class of work requiring little or no skill, hotel, restaurant, laundry, domestic service, railroad and common labor and farm labor predominating. Where mechanics are mentioned among applicants, the reports indicate them as few in number. Two offices register teachers only.

No. 23 is run on a co-operative basis for nurses only. The usual fee is \$3 for undergraduates and \$5 for graduate nurses, but these fees are not compulsory when inconvenient to the applicant. The person in charge is a graduate nurse serving without compensation.

No. 24 registers stenographers, bookkeepers and general office help and charges no fee except when position is made available.

No. 22 charges no fee to applicant for work, but charges patrons where help is furnished for household duties, domestics, maids or servants. Services are rendered gratuitously to laundries, factories, hotels, restaurants and offices. The fee above noted is for defraying of office expenses. Because of the nature of this bureau no license is charged by the city.

No. 18 registers only high class clerical help, charges no filing fee, but collects the following percentages of first month wages: \$40 or less, 10 per cent; \$41 to \$60, 15 per cent; \$61 to \$75, 20 per cent, and \$76 to \$150, 25 per cent.

Registration fees vary from 10 cents to \$5. Some offices charge a flat fee, while a number of others charge fee in proportion to rate of wages or salaries attached to job secured.

No. 11 had just started in business, which accounts for small number of applicants listed and jobs secured.

In a number of cases, the employment bureau is conducted in connection with some other line of business as a side line, which accounts for the small business done.

In only three cases were books kept sufficiently complete to find amounts received from percentages of earnings, two of these being the bureaus registering teachers only. In fact, in practically all cases investigated it was impossible to determine amounts collected from fees or any other sources, and three offices had no record of number of applicants, and one had neither record of applicants nor positions secured. This is not as it should be. The purpose of regulation and investigation of these bureaus is to prevent fraudulent practices and excessive charges, their patrons largely coming from a class little able to protect themselves.



In so far as the state has seen the necessity of regulating these offices, it should insist upon a system of records showing applicants, nature of work sought, fee collected, employment furnished, fee returned with date of return, amount received in percentage of earnings in each case, also date of employer filing application for help; only in this record can the full purposes of regulation be served.

Only one complaint against an Iowa agency was made between April 1 and December 31, 1913, that being a case where two men were sent over a hundred miles to take jobs registered some six weeks before and, of course, found no work. In this case the men were reimbursed for railroad fare, board, part time and fee returned. Under the present lack of method of keeping records, the opportunities for sharp practices are many, the victims too often not being in position to secure relief or even to register a complaint. Again, a first class record would often times be a protection to the employment agency, as it is well known that many of the applicants come from a class who are given to over-statement and even mis-statement of facts.

Only one office was found that did not furnish a copy of contract to applicants paying a fee. He had been in the business but a few months, and was not aware of the provisions of the law, and upon notice at once fully complied.

The total of all applicants registering with both fee and other classes of employment bureaus investigated, with number of positions secured, is as follows:

	Number of Offices.	Applicants.	Secured Employment.
Fee offices .....	24	40,446	21,239
Other offices .....	13	5,808	4,353
Totals .....	37	46,254	25,592

TABLE I. SHOWING NUMBER OF EMPLOYMENT OFFICES CHARGING FEE, NUMBER OF APPLICANTS, NUMBER SECURING EMPLOYMENT WITH RATE OF FEE AND CONDITIONS.

Office number	Number of Applications	Number Supplied Employment	Original Fee Charged	Number of Fees Returned	Contract Time for Return of Fees	Agreement Includes Per Cent of Earnings			Bureau Licensed
						Conditions	Period	Rate	
1	106	80	\$ .50 to \$2.00	5	30 days	Salaries over \$100	One month	15%	Yes
2	3,000	1,000	1.00 to 5.00	0	30 days	No	One month	10%	Yes
3	57	53	1.00 to 5.00	4	30 days	No amount over \$5.00 collected	One month	10%	Yes
4	8,000	3,200	1.00 to 5.00		24 hours	On salary	One month	25%	Yes
5	714	250	2.00	150	30 days	On wages	One month	0% to 10%	Yes
6	2,534	1,900	1.00 to 5.00	58	3 days		One month		Yes
7	4,714	4,485	1.00 to 5.00	229	At once	Wages under \$50.00	One month	10%	Yes
8	45	35	1.00		30 days	Wages over 50.00	One month	25%	No
9	238	250			30 days		One month		Yes
10	No record	674	.50	15	30 days		One month		No
11	36	2	.10 to 5.00	0	30 days		One month		No
12	2,300	756					One month		No
13	No record	150	.50 to 1.00				One month		No
14	No record	No record	1.00				One month		No
15	300	100	1.00	120	24 hours	Wages	One month	10% to 25%	Yes
16	4,000	1,800	1.00 to 5.00	50	3 days	Salary	First year	5%	Yes
17	12,000	3,404	1.00 to 5.00			Salary	First year	5%	Yes
18	238	125	No fee	0	Indefinite				No
19	1,050	927	1.00	24	On request				No
20	832	375	1.00 to 2.00	2					No
21	688	263	1.00 to 2.00						No
22	730	630	3.00 to 5.00*						No
23	135	777	No fee						No
24	50	13							No
	40,446	21,239							

\*Per year.



TABLE II. SHOWING NON-FEE EMPLOYMENT OFFICES INVESTIGATED, NUMBER OF APPLICANTS AND NUMBER SUPPLIED EMPLOYMENT.

Office Number	Number of Applicants	Number Furnished Employment	Nature of Society	Licensed
A-1	2,329	1,503	Ladies Relief	No
A-2	250	25	Y. M. C. A.	No
A-3	150	50	Commercial Club	No
A-4	No record	495	Union City Mission	No
A-5	825	650	Factory Bureau	No
A-6	900	900	Y. M. C. A.	No
A-7	35	25	Y. M. C. A.	No
A-8	325	325	Y. M. C. A.	No
A-9	100	50	Y. W. C. A.	No
A-10	150	50	Y. M. C. A.	No
A-11	600	200	Y. M. C. A.	No
A-12	44	40	Y. W. C. A.	No
A-13	100	40	Y. M. C. A.	No
	5,808	4,353		

## OSKALOOSA ARBITRATION CASE.

The Thirty-fifth General Assembly of Iowa, in common with law making bodies of a number of other states, sought to find a means to avoid the wasteful results of long drawn out and destructive controversies so often arising between employers and employees. Recognizing the legal rights of both parties to the controversy, and at the same time taking into account the welfare of the community, an arbitration and conciliation law was enacted, of which the following are the main provisions:

**Section 1. Board of arbitration—petition filed with governor.** Whenever any dispute arises between any person, firm, corporation, or association of employers and their employees or association of employees, of this state, expect employers or employees having trade relations directly or indirectly based upon interstate trade relations operating through or by state or international boards of conciliation, which has or is likely to cause a strike or lockout, involving ten (10) or more wage earners and the parties thereto are unable to adjust the same, and which does or is likely to interfere with the due and ordinary course of business, or which menaces the public peace, or which jeopardizes the welfare of the community, either or both parties to the dispute, or the mayor of the city, or the chairman of the board of supervisors of the county in which said employment is carried on, or on petition of any twenty-five (25) citizens thereof, over the age of twenty-one (21) years, or the commissioner of the bureau of labor, after investigation, may make written application to the governor for the appointment of a board of arbitration and conciliation, to which board such dispute may be referred under the provisions of this act. Provided, however, the manager of the business of any person, firm, corporation or association of such employers, or any organization representing such employees, or if such employees are not members of any organization, then a majority of such employees affected may make the application as provided in this act, but in no case shall more than twenty (20) employees be required to join in such application.

**Sec. 2. Arbitrators—how appointed.** The governor shall at once upon application made to him as herein provided and upon his being satisfied that the dispute comes within the provisions of section one (1) of this act, notify the parties to the dispute of the application for the appointment of a board of arbitration and conciliation and make request upon each party to the dispute that each of them recommend within three (3) days from the date of notice, the names of five (5) persons who have no direct interest in such dispute and are willing and ready to act as members of the board, and the governor shall ap-



point from each list submitted one (1) of such persons recommended. Should either of the parties fail or neglect to make any recommendation within the said period, the governor shall, as soon thereafter as possible, appoint a fit person who shall be deemed to be appointed on the recommendation of either of the said parties. The members of the board so appointed shall within five (5) days of their appointment recommend to the governor the name of one (1) person who is ready and willing to act as a third member of the board, and upon failure or neglect upon their part to make such recommendation within the said period, or upon the failure or refusal of the person so recommended to act, the governor shall as soon thereafter as possible appoint some person to act as the third member of the board.

Section 5 gives to boards of arbitration the same rights as vested in district courts in civil cases for administering oaths, summoning witnesses, and requiring them to testify and to demand any books, papers, etc., that may have a bearing on the case.

Section 7 provides that the board of arbitration must complete its investigation within ten days unless for reason the Governor extends the time.

Section 8 provides that within five days after the close of investigation the board or a majority thereof must render a decision, "stating such details as will clearly show the nature of the controversy and the points disposed of by them," and must file their recommendations with the Governor, and serve a copy upon each of the parties to the controversy. A copy must also be filed with the clerk of the city or town in which the controversy occurs, and must be published in the report of the labor commissioner and "in two newspapers of general circulation in the county in which the business is located upon which the dispute arises." The decision is not binding except where both parties agree to be bound at the time of application, and is then enforceable for the term of one year.

The intent of the law is first to tender the good will of the state in bringing the parties in conflict to a mutual understanding and a peaceful adjustment of the controversy; and second, where this can not be accomplished, then to determine all the facts of the case and present them to the citizens of the community. This places a confidence in the people of the community, that once knowing the true facts, sufficient public sentiment will be established to correct all of the details of disagreement by prevailing upon the parties to the controversy to abide by the decision rendered.

In the Oskaloosa case the nature of the controversy is given in detail in the decision of the Board of Arbitration, which also cites that the employes walked out on October 25, 1913. Following this date a number of disturbances occurred which threatened the peace and good name of the community. The citizens were denied street car service, the streets were in darkness, and the public discommoded in many ways. Several meetings were held by the citizens, and which on October 31, 1913, resulted in the filing with the Governor of the following petition:

Oskaloosa, Iowa, October 31, 1913.

To Hon. Geo. W. Clarke,

Governor of the State of Iowa.

Pursuant to the provisions of Chapter 292, Board of Arbitration, for settlement of disputes between employers and employes, enacted by the Thirty-fifth General Assembly, the undersigned, citizens of Oskaloosa, Iowa, all of whom are over twenty-one years of age, herewith petition you to appoint a Board of Arbitration for the settlement of the dispute now existing between Local Division, No. 524, Amalgamated Association of Street and Electric Railway Employes of America, and the Oskaloosa Traction and Light Company, which has resulted in a strike of the employes of said company.

Said dispute involves all power plant and street railway employes, approximating forty men, and is hurting the commercial interests of the city of Oskaloosa, as well as the interests of all other citizens and the employes of said company. The parties thereto are unable to come to any satisfactory adjustment or agreement, which, by reason of the practical cessation of street car transportation, no lights for city and no heat for buildings receiving heat from heating plant, is seriously interfering with the due and ordinary course of business, jeopardizes the welfare of the community and seriously menaces the public peace unless some relief be had from present conditions.

For the welfare of this community in general we urge you, as governor of the State of Iowa, to act at once under the provisions of Chapter 292, Board of Arbitration.

This petition was signed by 96 citizens including many of the leading business and professional men of the city.

Upon the filing of the application, the Governor at once notified the parties to the controversy and requested the filing of a list of names from which arbitrators should be selected. Local Division No. 524 of the Amalgamated Association of Street and Electric Railway Employes of America, at once submitted such list from which the Governor selected V. P. Wittenmyer, a business man of Oskaloosa, to act as the arbitrator for the employes.



The Oskaloosa Traction and Light Company refused to submit a list of names, the Governor naming former Judge of the district court, Hon. M. A. Roberts, of Ottumwa, to act as arbitrator for the company. The two arbitrators named, after consultation presented the Hon. W. G. Clements of Newton, a former Judge of the district bench, and he was appointed by the Governor to act as the third member of the board.

The decision, which is self explanatory, and which was accepted by the employes and rejected by the company, follows:

*To His Excellency, the Governor of the State of Iowa:*

#### REPORT OF THE BOARD OF ARBITRATION AND CONCILIATION.

In Relation to the Dispute Between the Oskaloosa Traction & Light Company and Local Division No. 524 of the Amalgamated Association of Street and Electric Railway Employees of America, of Oskaloosa, Iowa.

The undersigned, M. A. Roberts, of Ottumwa, Iowa, V. P. Wittenmyer, of Oskaloosa, Iowa, and W. G. Clements, of Newton, Iowa, constituting the Board of Arbitration and Conciliation, in relation to the dispute between the Oskaloosa Traction & Light Company and Local Division No. 524 of the Amalgamated Association of Street and Electric Railway Employees of America, of Oskaloosa, Iowa, having been appointed such Arbitrators and Board of Conciliation under Chapter 292 of the Acts of the Thirty-fifth General Assembly of Iowa, the said M. A. Roberts and V. P. Wittenmyer having been appointed by you, the Governor, and W. G. Clements having been selected as the third member of said Board of Arbitration and Conciliation, hereby report:

That on the 14th day of November, 1913, we, the members of said Board, met in Oskaloosa, Iowa, and were each duly sworn to faithfully and impartially discharge our duties as such Board of Arbitration and Conciliation in regard to the matters in controversy between the respective parties. A copy of such oath is attached to this report and marked Exhibit "A."

The said Board then organized by choosing M. A. Roberts as Chairman and W. G. Clements as Secretary, and Miss Vida Laughrey was sworn as clerk and stenographer, and John J. Howarth as assistant.

S. V. Reynolds and John N. McCoy, attorneys, appeared for Local Division No. 524 of the Amalgamated Association of Street and Electric Railway Employees of America, of Oskaloosa, Iowa, and Burrell & Devitt, attorneys, appeared for the Oskaloosa Traction & Light Company.

The said Local Division No. 524 of the Amalgamated Association of Street and Electric Railway Employees of America filed with the Secretary of the Board their cause of complaint, in writing, which complaint is hereto attached, marked Exhibit "B" and returned with this report.

The Oskaloosa Traction & Light Company, through one of their said attorneys, J. A. Devitt, orally stated to the Board the claim and position

of the said Company in regard to the dispute as hereinafter set forth in the decision.

S. V. Reynolds, attorney, on behalf of the Association, orally stated that the said Association, and the members thereof, would abide by the award and recommendation of this Board of Arbitration.

The Board then suggested that the attorneys of the respective parties agree in writing upon some of the undisputed facts in regard to the controversy, and such attorneys then asked until tomorrow, November 15, 1913, to prepare such statement of facts.

On November 15, 1913, the Board convened, and the parties appeared by their attorneys and filed in writing a stipulation of facts, a copy of which is hereto attached, marked Exhibit "C" and returned herewith.

Oral evidence was then introduced by the respective parties, which evidence was taken down in shorthand by Vida Laughrey, stenographer, and the following witnesses were sworn and examined under oath, to-wit: The Hon. Byron V. Seevers, Mayor of Oskaloosa; James Oliverson, President of the said Union; Oscar Carstens, of Davenport, Special Deputy to the International President of the Union.

The Board then adjourned until November 18, 1913, at 9:00 o'clock a. m., at which time they resumed the taking of oral evidence on behalf of the respective parties, when the following witnesses were sworn and examined under oath, to-wit: S. A. Fox of Oskaloosa, Iowa, George Wortman, Ed Edwards, Frank Davis, Homer Hoyer, U. A. Wycoff, Clarence Garrett, A. B. Anderson, Charles Walker, H. W. Garner, Local Manager of the Oskaloosa Traction & Light Company, and the Board, not having concluded the testimony of the said H. W. Garner, adjourned until November 19th at 9:00 o'clock a. m.

On November 19, 1913, the Board again convened and resumed the taking of the testimony of the said H. W. Garner, and also the testimony of A. L. Stoler, Chief of Police of the City of Oskaloosa, Iowa, also Edward Henley, Policeman, John Ruggenberg, William Hodges, W. R. Campfield and Theodore Richmond; all of the above named witnesses residing in Oskaloosa except the witness, Oscar Carstens.

We caused to be taken down in shorthand the testimony of each witness by the stenographer, Vida Laughrey, and file herewith the shorthand notes, together with the exhibits identified therein. That we have not felt justified in incurring the expense of a transcript of said testimony, but the same can be furnished at any time to any person so desiring by making proper request to said stenographer and providing for the cost thereof.

A statement was made publicly by the Chairman of the Board to the effect that the Board was willing to hear the statement of any person desiring to be heard upon the matter in dispute; and, all parties appearing before the Board having been heard, the Board then took the matter under advisement and rendered the following decision and finding of facts and their recommendation to each of the parties to the controversy.

Now, on this 20th day of November, 1913, the Board convened and, after considering the testimony and evidence and exhibits introduced, the Board finds the nature of the controversy between the parties to be as follows:



First. The Local Division No. 524 of the Amalgamated Association of the Street and Electric Railway Employees of America, being the employees of the Oskaloosa Traction & Light Company, claim that on September 1, 1913, they gave written notice to said Company that the members of said Association desired a change in the contract then existing as to the scale of wages, and also claimed that the scale of wages should be increased on an average of about ten per cent.

Second. The said Association also claims that the written contract made on October 1, 1910, did not terminate on October 1, 1913, and was subject to changes to be made in accordance with the provisions thereof by either party giving to the other thirty (30) days notice prior to October 1, 1913, of the changes desired to be made therein.

Third. The said Company claims that on or about October 24, 1913, it submitted in writing to its employees a proposed written contract, which contract is referred to as Exhibit "C" mentioned in the agreed statement of facts introduced in evidence.

Fourth. That the Company also claims that the contract with the Association, dated October 1, 1910, expired and terminated on October 1, 1913.

Fifth. The Association claims that in the proposed changes in the contract offered by the Company on October 24, 1913, the power house employees were excluded therefrom, and said supposed contract only applied to members of the Association engaged in the car service of said Company.

Sixth. The Association further claims that at different times they offered to arbitrate the differences existing between such Association and the Company, which offers were refused by the Company.

Seventh. That the Company claims that the condition of its business does not justify an increase in wages at the present time, and that the wages paid are in line with and above the average paid by companies operating in this state in like employment.

Eighth. The Company also claims that it should not include the power house employees in said proposed contract for the reason that to do so would place the Company within the power of a few employees. On the contrary, the Association claims that such employees should not be excluded from any proposed contract with the Company.

Ninth. The Company claims that the contract having expired on October 1, 1913, it is no longer under obligations to treat with the Association by arbitration or otherwise.

Tenth. The Company also claims that it is under no obligation to be bound by a decision of this Board; but that said Company was willing to fully present its side of the controversy to the end that the Board might be fully advised as to the matters in dispute.

#### FINDING OF FACTS.

This Board, in considering the differences existing between the parties, has seen proper to deal with such questions of difference from an equitable and moral rather than from a legal standpoint of view. From the evidence presented and introduced, we find the following facts:

#### I.

That a written contract, Exhibit "A," attached to the agreed statement of facts, was entered into by and between the parties to the controversy on or about October 1, 1910, as conceded by the parties in such agreed statement of facts, which contract is as follows:

#### ARTICLES OF AGREEMENT.

Entered into by and between the OSKALOOSA TRACTION & LIGHT COMPANY and those EMPLOYEES, who are members of the Amalgamated Association of Street and Electric Railway Employees of America, Division No. 524, of Oskaloosa, Iowa, here and after called Employees,

#### WITNESSETH:

(1) This Agreement shall constitute the conditions under which said employees shall work for the period of time beginning October 1, 1910, up to October 1, 1913.

(2) Car runs shall be divided into two shifts as near 8 hours 20 minutes each as possible.

#### Extra Men.

1st year men to receive \$1.50 for each shift. 16c per hour.

2nd year men to receive \$1.60 for each shift. 17c per hour.

3rd year men to receive \$1.70 for each shift. 18c per hour.

4th year men to receive \$1.80 for each shift.

5th year men to receive \$1.90 for each shift.

All regular working extra and over-time shall receive the same per hour as for regular time.

(3) The age of employee shall be computed by the length of time he has worked for the Company, or Companies operating this system, providing he has been continuously in the employ of the Company.

(4) All trainmen shall be paid for actual time for each respective car run, for each day, except on Sundays, when they shall be paid the same as on week days, and the starting time shall be at 8 a. m.

(5) Changes for Car Runs and Vacancies will be posted, if convenient to the Company, on the first and fifteenth of the month. Preference of run shall be given the oldest man, in accordance with his seniority with the Company if he is capable of filling the run.

(6) That any member of the Association, suspended for any cause whatever, and, after investigation, is found not guilty of the offense for which he was suspended, shall be re-instated to his former position, and be paid for the time he has lost, at the same rate at which he should have been paid had he been operating his car. The Company reserves the right to discharge employees for cause at all times, except for membership in the Union, and appeals from their decision shall be submitted, immediately to a board of arbitration constituted as in Section No. 13 of this agreement.

(7) Motormen may be allowed to use stools on certain portions of the lines, designated by the Company, and same to be furnished by the Company.



(8) All Bulletins issued by the Company, concerning trainmen, shall be posted at Motormen and Conductor's Headquarters, or each man notified personally.

(9) All runs for extra men shall be marked up as follows: All Regular and Relief Runs shall be marked up not later than 5 p. m. on the preceeding day, and Evening Runs not later than 11 a. m. on the same day.

(10) That any Conductor or Motorman failing to report in time to take his run, shall lose run for that day. For the second offense inside of thirty days, he shall lose three days, and for the third offense inside of thirty days, shall be disciplined not to exceed thirty days. Failure to report on account of cars being off time, will not account in this rule, but should they be filled by an extra man, the employee failing to report shall lose his run for that day.

(11) All trainmen requested to report for work, other than regular relief time, shall be paid for all time from the time he is ordered to report until he is released. No Sub-Extra man shall be assigned work until all Regulars and Extra men desiring work are supplied, providing said Regular and Extra men have reported for work.

(12) All officers and committees on doing work for the Association shall have preference over all lay-offs, but only for the performing of such duties as may be imposed upon them by the Association.

The Company agrees that it will not discriminate against any employee for performing such duty, as may be imposed upon him by the Association during his hours off duty, and the employees agree there will be no strike for any cause not arising from the members of the above mentioned local order, and there shall be no strike pending matters submitted for arbitration, except by the order of the International President of the General Executive Board.

(13) Should any difficulties arise between the parties hereto that cannot be satisfactorily adjusted by the volunteered agreement of the parties hereto, within five days the matter of the dispute shall be submitted to a Board of Arbitrators, consisting of three disinterested parties, and the finding of the majority of the Board, shall be binding to both parties hereto.

The Board to be selected as follows: The Company to choose one and the members to choose one, and then the two thus chosen to choose the third. The expense of this Board to be paid as follows, each party to pay its own arbitrator and the two to jointly pay the third.

(14) That any member of the Association, suspended from the Association, shall be suspended from the employ of the Companies upon written request from the properly accredited officers of the Association and statement of reason of discharge.

#### (15) BOILER ROOM.

Three head firemen shall receive \$63.00 per month and work eight hours per day.

Three back firemen shall work eight hours per day throughout the year at \$57.50 per month.

One ash wheeler to be provided October 15th and others when needed.

Engine men shall receive \$68.25 per month; working conditions same as at present.

Winchell to receive \$50.00 per month for nine hours per day except Sundays one-half day. When filling in for others to be paid the same as the man whose place he is filling.

Coal shovelers shall receive seven (7) cents per ton for all coal, 20 cents per hour for all hours worked on outside.

This agreement and the provisions thereof shall continue in force and be binding upon the respective parties hereunto until October 1st, 1913, and from year to year thereafter unless changed by the parties hereunto. Either of the parties hereunto desiring a change in any section or sections of this agreement, shall notify the other party in writing of the desired change, thirty (30) days prior to the ending of this contract, which is the first day of October, 1913. Upon such notice the agreement shall be opened to consider the change or changes to be desired.

This Contract to be binding on the Oskaloosa Traction & Light Company, or their successors.

All extra car men now in employ of Company to receive minimum of \$1.60 per shift.

CLARENCE GARRETT,

CHAS. STRINGFELLOW, President.

E. E. EDWARDS.

OSKALOOSA TRACTION & LIGHT CO.

By H. W. GARNER, Mgr.

W. W. WILLIAMS, Pres.

#### II.

The first material question involved in this controversy is: Did said contract, under which the employees had been working for the last three years, terminate by its terms on October 1, 1913? The provisions of that contract bearing on this question are as follows:

"(1) This Agreement shall constitute the conditions under which said employees shall work for the period of time beginning October 1, 1910, up to October 1, 1913."

And that part of paragraph (15) which is as follows:

"This agreement and the provisions thereof shall continue in force and be binding upon the respective parties hereunto until October 1st, 1913, and from year to year thereafter unless changed by the parties hereunto. Either of the parties hereunto desiring a change in any section or sections of this agreement, shall notify the other party in writing of the desired change, thirty (30) days prior to the ending of this contract, which is the first day of October, 1913. Upon such notice the agreement shall be opened to consider the change or changes to be desired."

These provisions are apparently conflicting. But the agreement should, if it can be done reasonably, be so construed as to give effect and meaning to each clause thereof. We think that can be done by keeping in mind the specific purpose of each clause. The first paragraph quoted contemplated we think, a three year contract, without any change therein. The second provision above quoted was intended to avoid the necessity of



a new contract unless the parties were able to agree upon some change in the existing one, and to fix a time when changes might be made, and the notice necessary to bring about the consideration of the same, and in doing that, the clause referring to the contract ending October, 1913, may, we think, be reasonably construed to mean the date when it would end if a change was agreed upon. That conclusion is strengthened by the last sentence of said paragraph: "Upon such notice the agreement shall be opened to consider the change or changes to be desired."

If the meaning of the parties was to terminate the contract of October 1, 1913, then the clause that *it shall continue from year to year unless changed by the parties* has no meaning; neither is the clause that *the agreement shall be opened to consider the desired changes* consistent with the thought that the contract ended by its terms October 1, 1913. Therefore, we find that the contract did not expire or terminate on October 1, 1913.

### III.

That on September 1, 1913, the Association gave the Company notice in writing of a desired change in said contract relating to an increase of wages.

### IV.

That on September 10, 1913, the Association proposed and offered to the said Company for its acceptance a proposed written contract, similar to the existing one, except as to an increase in wages on an average of about ten per cent.

### V.

That said Company, on September 20, 1913, sent a letter to each of its employees, stating in substance that the present wages paid "were well in line and above the average, and that the Company's earnings had decreased, while the cost had increased to the Company," and also stating that the present scale of wages would be continued for the present.

### VI.

As to the demand for the increase in wages, we find that the wages paid under the existing contract were about equal to those paid for like services in Iowa cities and towns of the class in which Oskaloosa belongs, and that the demands of the employees in that respect are not justified by the facts and circumstances disclosed by the evidence; but, while that is true, still we find that the question of wages was one that the employees had the right, under the contract, to have submitted to arbitration, and that the Company was in the wrong in not so submitting said question to arbitration.

### VII.

That between September 20, 1913, and October 1, 1913, the members of said Association, through its President, made a verbal request to said Company that the matter of increase in wages and the proposed changes in the existing contract be submitted to Arbitrators, as provided in such contract, and various conferences were held between the Manager of the

Company and the representatives of said Association, relative to their differences, up to October 9, 1913, at about which time the employees conferred with the Mayor of Oskaloosa, Iowa, and, at their request, the Mayor arranged for a conference between the Manager of the Company and the representatives of the employees, which conference was held about October 11, 1913.

### VIII.

That at said conference the Company claimed that the contract had terminated on October 1, 1913, and that, therefore, there was nothing to arbitrate; thereupon, the representatives of the Association offered to submit the question of whether said contract had terminated or not to three disinterested lawyers for determination, which offer was objected to by the Company.

### IX.

That between October 11 and October 23, 1913, the employees continued to insist upon a speedy adjustment of the differences existing, and on or about October 23, 1913, the said Company, through its Manager, presented to the Association a proposed contract, which contract was, in substance, the same as the existing contract; except that the power house employees were excluded from its provisions and not recognized as members of the Association; and also except that the proposed contract run from one year only for October 1, 1913.

### X.

That on October 24, 1913, a committee of said Association, which included its President, called on the Manager of the Company and asked for an arbitration, at which time the Manager of the Company informed the committee that, according to the understanding of the officers of the Company, the contract had expired on October 1, 1913, which offer of arbitration was refused by the Company.

On October 25, 1913, at 6:00 o'clock a. m. of said day, the employees, members of said Association, "walked out" and that since that time none of the members of said Association have performed any service for the Company, and that no agreement was ever reached regarding the matters in dispute.

### XI.

As to the contract submitted by the Company, we find that the same was unfair, in that, it excluded from benefits thereunder the power house men, most of whom were old employees of the Company, and all of whom were members of said Association and engaged in work directly connected with the operation of the Company's local plant here in Oskaloosa.

We think that said men, having been parties to the existing contract, were in equity entitled to the same consideration as all other parties thereto.

The reason given by the Company for excluding the power house employees is, that it is not a wise policy to put it in the power of so few employees to endanger the business of the Company. But the proof shows that the men thus proposed to be excluded are honorable and trustworthy employees, and there is no showing whatever that any one of them is the



kind of character of man who would do the Company any wilful wrong.

Upon the whole proof, we find no sufficient reason for the Company's attempt to eliminate them from the benefits of the contract between said Company and its employees, and, in any event, we find that the Company should have submitted that question, with all others in dispute, to arbitration, as requested by the employees.

#### XII.

Upon the entire proof, we find that the controlling cause of the so-called strike was the refusal of the Company to recognize the power house men as parties to the contract, and its refusal to arbitrate the matters in dispute, which we find it ought to have done by virtue of Section (13) of the contract, which is as follows:

"(13) Should any difficulties arise between the parties hereto that cannot be satisfactorily adjusted by the volunteered agreement of the parties hereto, within five days the matter of the dispute shall be submitted to a Board of Arbitration, consisting of three disinterested parties, and the finding of the majority of the Board, shall be binding to both parties hereto.

"The Board to be selected as follows: The Company to choose one and the members one, and then the two thus chosen to choose the third. The expense of this Board to be paid as follows, each party to pay its own arbitrator and the two to jointly pay the third."

#### XIII.

Since the walk out of the employees in this case, a riot has occurred in Oskaloosa, evidently resulting therefrom, in which considerable damage was done to the Company's property, but the evidence fails to disclose that any member of the Association took any part therein.

#### RECOMMENDATION.

We recommend that the contract made October 1, 1910, be recognized by both parties as still in force, and that those of the old employees who are willing to do so be permitted to take their respective former places in the employ of the Company under said contract; and that said contract be recognized as continuing in force until a change is made under the provisions thereof.

All of which is respectfully submitted.

M. A. ROBERTS,  
V. P. WITTENMYER,  
W. G. CLEMENTS.

The undersigned Board of Arbitration and Conciliation referred to in the foregoing report hereby certify that, in keeping with the law, they have filed copies of the foregoing decision and report with the following officers, to-wit: One in the office of the Clerk of the City of Oskaloosa, the place in which the controversy arose, and one copy to each party to the controversy, one copy to the Labor Commissioner of the State of Iowa, and one with the Secretary of the Board, to be recorded.

M. A. ROBERTS,  
V. P. WITTENMYER,  
W. G. CLEMENTS,

Members of the Board of Arbitration and Conciliation.

### TRADE UNIONS.

Investigation disclosed 722 labor organizations in the state on December 31, 1913. From 366 of these, reports were received direct; the data from a considerable number was secured through secretaries of International and National organizations with whom Iowa locals are affiliated, and again data of others was secured through personal efforts of members of this bureau. The above number comprises wholly local organizations of labor affiliated with some National or International organization, and does not include any combined body of labor, such as Trades Assemblies, Central Bodies, allied craft organizations, or other bodies made up of delegates from two or more locals of the same or allied crafts or of diversified organizations.

From the following 56 out of the 722 locals no record of membership was obtainable: Barbers, 1; blacksmiths, 1; boiler makers, 10; broom makers, 3; carpenters, 1; retail clerks, 8; coopers, 2; electrical workers, 2; locomotive engineers, 1; steam engineers, 1; horseshoers, 1; bartenders, 1; lathers, 1; letter carriers, 3; machinists, 1; musicians, 1; painters and decorators, 1; plasterers, 8; stage employes, 3; stereotypers, 1; tailors, 1; typographical, 1; and federal labor union, 1.

The 666 locals reporting had a membership, on above date, of 49,353. From this data it is manifest that the membership of Iowa labor organizations exceeds 50,000. Table I gives craft locals by locality and number of local, date of organization and membership by sex, also number out of work on last day of 1913, with cause. Reference to table shows a membership, for the state, of 487 females. This number is as given by the 366 locals reporting direct to the bureau. The same is true of the reports on out of work. Where information was secured through national or international organizations, they were not in position to give this data. Assuming, however, that locals from which no direct report was received have the same proportion of females as those reporting, it would indicate considerable less than two per cent of the membership of Iowa labor organizations composed of women.

Table II, in addition to above references, shows number of locals of each craft with membership in the state, with totals for all.



Table III gives the number of locals with their membership of each county. It shows Polk county high with a membership of 8,657; Appanoose second with 5,777; Monroe third with 3,914; Linn fourth with 3,665; and Woodbury fifth with 2,929; Boone 2,590; Dubuque 2,279; Scott 2,142; Black Hawk, 1,862; and Wapello 1,767, following among counties in the order named. The membership of Appanoose, Monroe and Boone counties is largely made up of miners, while that of Polk is made up of approximately 3,500 miners, the balance coming mostly from the craft organizations of Des Moines.

Table IV shows wage rates of 292 local organizations reporting, also rates of wages for overtime and for Sundays and holidays, the hours worked per day, and locals that have an established Saturday half holiday for either a part of or for the entire year. In this table are included ten locals of mine workers showing a relative increase of wages during the biennial period covered. This relative increase applies to the entire 81 locals of that craft in the state, as shown by agreement entered into by District No. 13 of the United Mine Workers of America and the Iowa Coal Operators' Association, so that the increase as shown by the ten locals with a membership of 3,394 in reality is the same for their entire membership of Iowa, numbering 16,771. In addition to this, 130 locals of other crafts with a membership of 9,598 make report of an increase in wages, or a total, as reported, of 211 locals with a membership of 26,369.

Assuming that the same proportion of locals not reporting on wages have received an advance during the biennial period, it would indicate a raise in wages for approximately 76 per cent of the entire membership of all labor organizations of the state.

TABLE NO. 1—MEMBERSHIP AND EMPLOYMENT, DECEMBER 31, 1913.

## BARBERS' UNION, INTERNATIONAL JOURNEYMEN.

Marginal No.	City	No. of Local	Year organized	Males	Females	Total	Lack of work or material	Weather	Strike or lockout	Sickness, accident or old age	Other reasons	Total
1	Albia	577	1909	18	---	18	---	---	---	---	---	---
2	Boone	281	1901	37	---	37	---	---	---	---	---	---
3	Burlington	110	1898	49	---	49	---	---	---	---	---	---
4	Cedar Rapids	97	1902	101	---	101	---	---	---	---	---	---
5	Centerville	309	1902	37	---	37	---	---	---	---	---	---
6	Chariton	718	1913	13	---	13	---	---	---	---	---	---
7	Council Bluffs	321	1901	41	---	41	---	---	---	---	---	---
8	Creston	490	1903	16	---	16	---	---	---	---	---	---
9	Davenport	116	1898	70	---	70	---	---	---	---	---	---
10	Des Moines	43	1899	86	---	86	---	---	---	---	---	---
11	Dubuque	429	1902	62	---	62	---	---	---	---	---	---
12	Fairfield	308	1902	12	---	12	---	---	---	2	---	2
13	Ft. Dodge	504	1903	40	---	40	---	---	---	---	---	---
14	Ft. Madison	287	1903	19	---	19	---	---	---	1	---	1
15	Keokuk	214	1900	30	---	30	---	---	---	1	---	1
16	Marshalltown	646	1910	30	---	30	---	---	---	1	---	1
17	Mason City	618	---	---	---	---	---	---	---	---	---	---
18	Muscatine	349	1901	18	---	18	---	---	---	---	---	---
19	Oskaloosa	19	1899	31	---	31	---	---	---	---	---	---
20	Ottumwa	183	1899	53	---	53	---	---	---	---	---	---
21	Oelwein	520	1903	14	---	14	---	---	---	---	---	---
22	Sioux City	52	1899	98	---	98	---	---	---	---	---	---
23	Waterloo	414	1902	52	---	52	---	---	---	1	---	1

## BLACKSMITHS AND HELPERS, INTERNATIONAL BROTHERHOOD OF

24	Boone	143	1913	15	---	15	---	---	---	---	---	---
25	Cedar Rapids	182	1900	25	---	25	---	---	---	---	---	---
26	Clinton	16	1905	25	---	25	---	---	---	---	---	---
27	Davenport	101	1895	15	---	15	---	---	---	---	---	---
28	Dubuque	95	1902	23	---	23	3	---	---	---	---	3
29	Dubuque	345	---	---	---	---	---	---	---	---	---	---
30	Marshalltown	86	1902	25	---	25	---	---	---	---	---	---
31	Missouri Valley	39	1902	25	---	25	---	---	---	---	---	---
32	Ottumwa	162	1900	15	---	15	---	---	---	---	---	---
33	Sioux City	86	1902	32	---	32	2	---	---	1	---	3
34	Valley Junction	164	1908	25	---	25	---	---	---	---	---	---
35	What Cheer	259	1903	12	---	12	---	---	---	---	---	---

## BOILER MAKERS AND IRON SHIP BUILDERS OF AMERICA, BROTHERHOOD OF

36	Belle Plaine	440	---	---	---	---	---	---	---	---	---	---
37	Boone	161	1895	63	---	63	---	---	---	---	---	---
38	Cedar Rapids	144	---	---	---	---	---	---	---	---	---	---
39	Cedar Rapids <sup>1</sup>	110	---	---	---	---	---	---	---	---	---	---
40	Clinton	129	---	---	---	---	---	---	---	---	---	---
41	Des Moines	47	---	---	---	---	---	---	---	---	---	---
42	Dubuque	15	1901	60	---	60	15	---	---	---	---	15
43	Marshalltown	149	---	---	---	---	---	---	---	---	---	---
44	Marshalltown <sup>1</sup>	191	---	---	---	---	---	---	---	---	---	---
45	Missouri Valley	145	---	---	---	---	---	---	---	---	---	---
46	Sioux City	244	1900	50	---	50	---	---	---	---	---	---
47	Valley Junction	491	---	---	---	---	---	---	---	---	---	---
48	Waterloo	133	1890	33	---	33	4	---	6	---	---	10
49	Waterloo <sup>1</sup>	97	---	---	---	---	---	---	---	---	---	---

<sup>1</sup>Boiler makers, helpers, locals.



TABLE NO. I—MEMBERSHIP AND EMPLOYMENT, DECEMBER 31, 1913—CONTINUED.

## BOOKBINDERS, INTERNATIONAL BROTHERHOOD OF

Marginal No.	City	No. of local	Year organized	Males	Females	Lack of work or material	Weather	Strike or lockout	Sickness, accident or old age	Other reasons	Total	Total
50	Cedar Rapids	84	1899	15	25	40	3		4			7
51	Davenport	93	1912	13		13						
52	Des Moines	71	1898	24	37	61						
53	Dubuque	116	1902	13		13						
54	Sioux City	78	1902	13	15	28						

## BOOT AND SHOE WORKERS' UNION

55	Keokuk	363	1903	13		13						
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## BREWERY WORKMEN, INTERNATIONAL UNION OF UNITED

57	Cedar Rapids	316	1902	29		29						
58	Clinton (Lyons)	98		19		19						
59	Davenport	98	1892	126		126				2		2
60	Des Moines	370		45		45						
61	Dubuque	323	1903	102		102				4		4
61	Sioux City	178	1903	48		48						

## BRICKLAYERS, MASONS AND PLASTERERS' INTERNATIONAL UNION OF AMERICA

62	Ames	27	1907	34		34						
63	Burlington	10	1892	16		16	8					8
64	Cedar Rapids	1	1900	83		83						
65	Cedar Rapids	14	1901	31		31						
66	Centerville	13	1901	13		13						
67	Charles City	8	1912	41		41						
68	Council Bluffs	6	1899	37		37	15					15
69	Creston	3	1913	18		18						
70	Clinton	15	1901	58		58						
71	Des Moines	2	1892	186		186	130			11		141
72	Dubuque	17	1902	44		44				3	8	11
73	Dubuque	24	1903	22		22						
74	Fairfield	16	1902	15		15						
75	Ft. Dodge	20	1903	47		47						
76	Grinnell	25	1909	15		15	15					15
77	Iowa City	18	1902	33		33	31					31
78	Keokuk	19	1907	35		35		7		1		8
79	Marshalltown	12	1902	22		22	15	5				20
80	Mason City	21	1909	42		42	10					10
81	Muscatine	7	1900	14		14	12			2		14
82	Osaloosa	23	1903	18		18	17			1		18
83	Ottumwa	9	1890	29		29	11	9		5		25
84	Perry	22	1908	10		10						
85	Sioux City	5	1900	93		93						
86	Waterloo	28	1905	68		68		25				25

## BRIDGE AND STRUCTURAL IRON WORKERS, INTERNATIONAL ASSOCIATION OF

87	Cedar Rapids	89	1905	24		24						
88	Davenport	111	1907	33		33						
89	Des Moines	67	1909	30		30						

## BROOM AND WHISK MAKERS' UNION, INTERNATIONAL

90	Des Moines	11	1900	16		16						
91	Dubuque	6	1899									
92	Sioux City	42	1899									
93	Waterloo	7										

TABLE NO. I—MEMBERSHIP AND EMPLOYMENT, DECEMBER 31, 1913—CONTINUED.

## BUTCHER WORKMEN AND MEAT CUTTERS OF NORTH AMERICA, AMALGAMATED ASSOCIATION OF

Marginal No.	City	No. of local	Year organized	Males	Females	Total	Lack of work or material	Weather	Strike or lockout	Sickness, accident or old age	Other reasons	Total
94	Davenport	279	1903	31		31	6					6
95	Sioux City	521	1913	22		22						
96	Waterloo	468	1908	33		33	9					9

## CARMEN, BROTHERHOOD OF RAILWAY

97	Belle Plaine	472	1912	29		29						
98	Boone	367	1913	24		24						
99	Cedar Rapids	1	1888	185		185				3	115	118
100	Clinton	429	1910	38		38				8		8
101	Council Bluffs	93	1901	82		82						
102	Davenport	273	1902	28		28	25					25
103	Des Moines	119	1901	22		22						
104	Dubuque	275	1886	390		390	185			9		194
105	Eagle Grove	24	1901	8		8						
106	Eldon	164	1905	41		41						
107	Estherville	320	1903	27		27						
108	Manilla	457	1912	14		14						
109	Manly	295	1913	28		28						
110	Marion	311	1905	46		46	12					12
111	Mason City	282	1903	70		70	3			2		5
112	Moulton	474	1913	12		12						
113	Ottumwa	51	1902	18		18						
114	Perry	456	1912	26		26	4					4
115	Sioux City	266	1903	38		38						
116	Valley Junction	301	1903	44		44	36					36
117	Waterloo	355										

## CARPENTERS AND JOINERS OF AMERICA, UNITED BROTHERHOOD OF

118	Ames	1948	1907	63		63						
119	Boone	315	1898	87		87						
120	Burlington	534	1896	76		76						
121	Cedar Falls	1862	1910	12		12						
122	Cedar Rapids	308	1899	500		500	100					100
123	Cedar Rapids	1649	1905	38		38				1		1
124	Centerville	597	1901	37		37	12					12
125	Chariton	1624	1912	69		69	7	7				14
126	Clinton	772	1901									
127	Colfax	1475	1910	23		23				5		5
128	Council Bluffs	364	1899	137		137	60					60
129	Davenport	4	1885	400		400	175			10		185
130	Des Moines	106	1898	847		847	200	100		50		350
131	Dubuque	579	1912	174		174						
132	Dubuque	678	1890	83		83	25			4		29
133	Fairfield	1804	1910	25		25						
134	Ft. Dodge	641	1909	122		122						
135	Ft. Madison	373	1911	29		29				1		1
136	Grinnell	929	1907	43		43						
137	Hampton	1888	1913	25		25						
138	Iowa City	1260	1902	55		55	10			3		13
139	Keokuk	523	1901	93		93	45	48				93
140	Marion	1171	1902	35		35	15	10		2		27
141	Marshalltown	1112	1902	97		97	30					30
142	Mason City	1013	1910	84		84	10			1		11
143	Muscatine	1069	1902	52		52	20					20
144	Mystic	1213	1902	13		13						
145	Newton	1133	1912	23		23						



TABLE NO. I—MEMBERSHIP AND EMPLOYMENT, DECEMBER 31, 1913—CONTINUED.

## CARPENTERS AND JOINERS OF AMERICA, UNITED BROTHERHOOD OF—Continued

Marginal No.	City	No. of local	Year organized	Males	Females	Total	Lack of work or material	Weather	Strike or lockout	Sickness, accident or old age	Other reasons	Total
146	Oskaloosa	1034	1902	73	—	73	35	—	—	2	—	37
147	Ottumwa	767	1900	39	—	39	—	—	—	—	—	—
148	Perry	1894	1912	53	—	53	—	—	—	—	—	—
149	Sioux City	948	1901	455	—	455	35	—	—	5	—	40
150	Vinton	1906	1912	26	—	26	—	—	—	—	—	—
151	Waterloo	1835	1907	291	—	291	40	—	—	—	—	44
152	Waterloo	1958	1910	29	—	29	—	—	—	—	—	—
153	Webster City	1625	1913	34	—	34	—	—	—	—	—	—

## CEMENT WORKERS, AMERICAN BROTHERHOOD OF

154	Cedar Rapids	99	1909	12	—	12	—	—	—	—	—	—
155	Des Moines	128	—	20	—	20	10	10	—	—	—	24
156	Waterloo	101	1907	12	—	12	—	—	—	—	—	—

## CIGAR MAKERS' INTERNATIONAL UNION OF AMERICA

157	Albia	456	1908	13	—	13	—	—	—	—	—	—
158	Burlington	72	1880	92	—	92	4	—	—	—	—	4
159	Cedar Rapids	454	1900	44	—	44	—	—	—	—	—	—
160	Council Bluffs	177	1882	25	—	25	1	—	—	—	—	—
161	Creston	328	1889	12	—	12	—	—	—	—	—	—
162	Davenport	172	1885	112	66	178	—	—	—	—	—	—
163	Des Moines	111	1880	118	1	119	1	—	—	—	—	—
164	Dubuque	88	1883	35	—	35	—	—	—	—	—	—
165	Fairfield	490	1902	9	2	11	—	—	—	—	—	—
166	Ft. Dodge	270	1904	23	—	23	—	—	—	—	—	—
167	Ft. Madison	181	1887	21	—	21	—	—	—	—	—	—
168	Keokuk	60	1880	54	—	54	2	—	—	—	—	—
169	Lyons	239	1892	24	4	28	—	—	—	—	—	—
170	Mt. Pleasant	155	1880	8	—	8	—	—	—	—	—	—
171	Muscatine	120	1882	30	—	30	—	—	—	—	—	—
172	Oskaloosa	277	1886	37	1	38	—	—	—	—	—	—
173	Ottumwa	223	1896	6	—	6	—	—	—	—	—	—
174	Sioux City	150	1881	51	—	51	4	—	—	—	—	—
175	Waterloo	496	1902	7	—	7	—	—	—	—	—	—

## CLERKS, POSTOFFICE, NATIONAL FEDERATION OF

176	Davenport	91	1913	28	—	28	—	—	—	—	—	—
177	Des Moines	44	1910	33	—	33	—	—	—	—	—	—
178	Keokuk	38	1910	6	1	7	—	—	—	—	—	—

## CLERKS' INTERNATIONAL PROTECTIVE ASSOCIATION, RETAIL

179	Albia	379	1911	22	18	40	—	—	—	—	—	—
180	Burlington	228	1901	—	—	—	—	—	—	—	—	—
181	Cedar Rapids	293	1902	18	—	18	—	—	—	—	—	—
182	Centerville	305	1900	—	—	—	—	—	—	—	—	—
183	Chariton	401	—	—	—	—	—	—	—	—	—	—
184	Colfax	397	1914	35	8	43	—	—	—	—	—	—
185	Davenport	405	1900	—	—	—	—	—	—	—	—	—
186	Des Moines	30	1900	—	—	—	—	—	—	—	—	—
187	Dubuque	301	1901	—	—	—	—	—	—	—	—	—
188	Keokuk	474	1901	—	—	—	—	—	—	—	—	—
189	Muscatine	93	1893	37	5	42	—	—	—	—	—	—
190	Ottumwa	87	1893	18	—	18	—	—	—	—	—	—
191	Sioux City	46	1914	—	—	—	—	—	—	—	—	—

TABLE NO. I—MEMBERSHIP AND EMPLOYMENT, DECEMBER 31, 1913—CONTINUED.

## CONDUCTORS, ORDER OF RAILWAY

Marginal No.	City	No. of local	Year organized	Males	Females	Total	Lack of work or material	Weather	Strike or lockout	Sickness, accident or old age	Other reasons	Total
192	Belle Plaine	410	1901	38	—	38	—	—	—	—	—	—
193	Boone	34	1882	55	—	55	—	—	—	—	—	—
194	Burlington	31	1876	44	—	44	—	—	—	—	—	—
195	Cedar Rapids	58	1878	137	—	137	—	—	—	—	—	—
196	Clarion	411	1912	31	—	31	—	—	—	—	—	—
197	Clinton	33	1882	112	—	112	—	—	—	—	—	—
198	Creston	21	1879	31	—	31	—	—	—	—	—	—
199	Des Moines	38	1876	98	—	98	—	—	—	—	—	—
200	Dubuque	347	1896	47	—	47	—	—	—	—	—	—
201	Eagle Grove	164	1885	45	—	45	—	—	—	—	—	—
202	Eldon	437	1903	26	—	26	—	—	—	—	—	—
203	Estherville	353	1893	42	—	42	—	—	—	—	—	—
204	Ft. Dodge	93	1884	56	—	56	—	—	—	—	—	—
205	Marion	268	1891	36	—	36	—	—	—	—	—	—
206	Mason City	567	1912	36	—	36	—	—	—	—	—	—
207	Oskaloosa	4	1877	80	—	80	—	—	—	—	—	—
208	Ottumwa	216	1887	43	—	43	—	—	—	—	—	—
209	Ottumwa	496	1906	23	—	23	—	—	—	—	—	—
210	Perry	84	1888	66	—	66	—	—	—	—	—	—
211	Sanborn	22	1881	61	—	61	20	—	—	—	—	—
212	Sioux City	232	1888	164	—	164	—	—	—	—	—	—
213	Valley Junction	361	1894	70	—	70	—	—	—	—	—	—
214	Waterloo	67	1887	74	—	74	—	—	—	—	—	—

## COOPERS' INTERNATIONAL UNION OF NORTH AMERICA

215	Cedar Rapids	57	1899	—	—	—	—	—	—	—	—	—
216	Dubuque	29	1898	—	—	—	—	—	—	—	—	—
217	Ottumwa	126	1901	22	—	22	—	—	—	—	—	—

## ELECTRICAL WORKERS OF AMERICA, INTERNATIONAL BROTHERHOOD OF

218	Boone	372	1903	45	—	45	—	—	—	—	—	—
219	Cedar Rapids	405	—	33	—	33	—	—	—	—	—	—
220	Cedar Rapids	253	1902	42	—	42	—	—	—	—	—	—
221	Clinton	273	1902	18	—	18	—	—	—	—	—	—
222	Davenport	154	1911	50	—	50	15	—	—	—	—	—
223	Des Moines	51	1913	20	—	20	—	—	—	—	—	—
224	Des Moines	55	1891	80	—	80	2	—	—	—	—	—
225	Dubuque	704	1911	13	—	13	—	—	—	—	—	—
226	Dubuque	198	1901	—	—	—	—	—	—	—	—	—
227	Ft. Dodge	636	—	—	—	—	—	—	—	—	—	—
228	Iowa City	599	—	30	—	30	—	—	—	—	—	—
229	Keokuk	420	1905	4	—	4	2	—	—	—	—	—
230	Marshalltown	610	—	30	—	30	—	—	—	—	—	—
231	Mason City	431	1911	30	—	30	—	—	—	—	—	—
232	Oskaloosa	336	1913	24	—	24	—	—	—	—	—	—
233	Ottumwa	173	1901	40	—	40	2	—	—	—	—	—
234	Sioux City	47	1891	90	—	90	30	—	—	—	—	—
235	Waterloo	288	1902	70	—	70	4	—	—	—	—	—

## ENGINEERS, BROTHERHOOD OF LOCOMOTIVE

236	Belle Plaine	526	1886	40	—	40	—	—	—	—	—	—
237	Boone	6	1867	150	—	150	—	—	—	—	—	—
238	Burlington	151	1904	47	—	47	—	—	—	—	—	—
239	Cedar Rapids	159	1873	142	—	142	8	—	—	—	—	—
240	Centerville	56	—	39	—	39	—	—	—	—	—	—
241	Cherokee	609	1906	28	—	28	—	—	—	—	—	—
242	Clarion	655	—	37	—	37	—	—	—	—	—	—



TABLE NO. I—MEMBERSHIP AND EMPLOYMENT, DECEMBER 31,  
1913—CONTINUED.

## ENGINEERS, BROTHERHOOD OF LOCOMOTIVE—Continued.

Marginal No.	City	No. of local	Year organized	Males	Females	Total	Lack of work or material	Weather	Strike or lockout	Sickness, accident or old age	Other reasons	Total
243	Clinton	125	1870	107		107				3	1	4
244	Creston	642		50		50						
245	Des Moines	113	1871	43		43						
246	Des Moines	778		51		51						
247	Dubuque	119	1882	65		65						
248	Eagle Grove	211	1883	53		53				2		2
249	Eldon	181	1864	52		52						
250	Estherville	605	1903	49		49				2	1	3
251	Ft. Dodge	226	1883	85		85						
252	Ft. Madison	391	1880	101		101						
253	Marshalltown	600		57		57						
254	Mason City	117	1870	86		86						
255	Mason City	229	1900	33		33						
256	Oelwein	670		43		43						
257	Oskaloosa	146	1808	47		47						
258	Ottumwa	538		65		65						
259	Ottumwa	643	1903									
260	Perry	203	1892	134		134						
261	Sanborn	131	1885	40		40						
262	Sioux City	490	1892	76		76						
263	Sioux City	82	1881	94		94						
264	Sioux City	555	1899	54		54						
265	Sioux City	687	1905	14		14						
266	Stuart	184	1874	11		11						
267	Valley Junction	525	1895	126		126						
268	Waterloo	114	1870	128		128				2	4	6

## ENGINEERS, INTERNATIONAL UNION OF STEAM AND OPERATING

269	Cedar Rapids	301	1905	19		19	5					5
270	Davenport	426	1910	11		11						
271	Des Moines	270	1904	22		22	18					18
272	Dubuque	204	1903	13		13						
273	Ottumwa	134	1902									

## FIREMEN AND ENGINEMEN, BROTHERHOOD OF LOCOMOTIVE

274	Belle Plaine	311	1886	45		45						
275	Boone	25	1880	168		168						
276	Burlington	161	1876	71		71	10					10
277	Cedar Rapids	27	1879	209		209				1	24	25
278	Centerville	531	1898	33		33						
279	Cherokee	79	1898	32		32						
280	Clarion	658	1904	47		47						
281	Clinton	34	1879	166		166						
282	Creston	640	1902	46		46			4			4
283	Des Moines	102	1882	79		79						
284	Des Moines	547	1907	89		89						
285	Dubuque	106	1884	120		120						
286	Eagle Grove	132	1882	63		63	25					25
287	Eldon	137	1882	65		65						
288	Estherville	288	1885	75		75	5					5
289	Ft. Dodge	222	1873	74		74			5	5		15
290	Ft. Madison	391	1888	103		103			2	1		3
291	Marshalltown	175	1882	47		47						
292	Mason City	29	1880	96		96						
293	Oelwein	773	1909	35		35						
294	Oskaloosa	500	1900	51		51			1			1
295	Ottumwa	41	1908	55		55						

TABLE NO. I—MEMBERSHIP AND EMPLOYMENT, DECEMBER 31,  
1913—CONTINUED.

## FIREMEN AND ENGINEMEN, BROTHERHOOD OF LOCOMOTIVE—Continued.

Marginal No.	City	No. of local	Year organized	Males	Females	Total	Lack of work or material	Weather	Strike or lockout	Sickness, accident or old age	Other reasons	Total
296	Ottumwa	293	1889	58		58						
297	Perry	124	1882	132		132						
298	Sanborn	190	1883	32		32	12			1		13
299	Sioux City	64	1881	154		154				2		4
300	Sioux City	112	1898	46		46						
301	Sioux City	678	1909	80		80						
302	Valley Junction	249	1895	170		170						
303	Waterloo	30	1882	94		94						

## FIREMEN, INTERNATIONAL BROTHERHOOD OF STATIONARY

304	Ottumwa	205	1903	28		28						
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## GARMENT WORKERS OF AMERICA, UNITED

305	Clinton	210	1912	40		40						
306	Oskaloosa	76	1899	3		95						
307	Ottumwa	148	1898	42		42						

## GLASS WORKERS' INTERNATIONAL ASSOCIATION

308	Davenport	27	1902	13		13					4	4
309	Dubuque	11	1913	10		10						

## GRANITE CUTTERS' ASSOCIATION OF AMERICA

310	Des Moines		1910	26		26						
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## HOD CARRIERS, BUILDING AND COMMON LABORERS' UNION OF AMERICA, INTERNATIONAL

315	Cedar Rapids	224	1906	364		364	75			12		87
316	Dubuque	102	1902	41		41	28			2		30

## HORSESHOERS OF UNITED STATES AND CANADA, INTERNATIONAL JOURNEYMEN

311	Cedar Rapids	112	1910	22		22						
312	Davenport	51	1909	17		17	3			1		4
313	Dubuque	174	1902									
314	Waterloo	181										

## HOTEL AND RESTAURANT EMPLOYEES' INTERNATIONAL ALLIANCE AND BARTENDERS' INTERNATIONAL LEAGUE OF AMERICA

317	Boone	382	1902	26		26				1		1
318	Burlington	354	1902	60		60						
319	Des Moines	223	1912	32	15	47						
320	Des Moines	247	1901	201		201	30			10		40
321	Dubuque	527	1903									
322	Ft. Dodge	518	1903	60		60						
323	Keokuk	535	1903	47		47	5			2		7
324	Oelwein	516	1903	15		15						
325	Ottumwa	184	1899	24		24						
326	Ottumwa	483	1910	24		24						
327	Sioux City	357	1913	136		136						
328	Waterloo	460	1913	15		15						



TABLE NO. I—MEMBERSHIP AND EMPLOYMENT, DECEMBER 31,  
1913—CONTINUED.

## LATHERS, INTERNATIONAL UNION OF WOOD, WIRE AND METAL.

Marginal No.	City	No. of local	Year organized	Males	Females	Total	Lack of work or material	Weather	Strike or lockout	Sickness, accident or old age	Other reasons	Total
329	Cedar Rapids	115	1902	14	---	14	---	---	---	---	---	---
330	Council Bluffs	113	1902	27	---	27	---	---	---	---	---	---
331	Davenport	140	1902	15	---	15	---	---	---	---	---	---
332	Des Moines	8	1900	30	---	30	---	---	---	---	---	---
333	Sioux City	113	1911	---	---	---	---	---	---	---	---	---
334	Waterloo	276	1906	12	---	12	12	---	---	---	---	12

LAUNDRY WORKERS' INTERNATIONAL UNION

75	Oskaloosa	10	1910	28	28						
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LEATHER WORKERS, ON HORSE GOODS, UNITED BROTHERHOOD OF

336	Davenport	11	1898	61	61						
337	Sioux City	24	1899	22	22				1	21	22
338	Waterloo	46	1899	11	11						

LETTER CARRIERS, NATIONAL ASSOCIATION OF

339	Albia	1268	1908	5	5				
340	Anamosa	1076	1903	3	3				
341	Atlantic	604	1897	5	5				
342	Boone	611	1898	8	8				
343	Burlington	222	1891	27	27				
344	Carroll	1073	1906	5	5				
345	Cedar Falls	719	1900	5	5				
346	Cedar Rapids	373	1893						
347	Centerville	925	1903	4	4				
348	Chariton	1284	1909	3	3				
349	Cherokee	1070	1906	4	4				
350	Clarinda	318	1909	3	3				
351	Clinton	126	1891	16	16				
352	Council Bluffs	314	1892	26	26				
353	Creston	446	1894						
354	Davenport	506	1899	35	35				
355	Decorah	445	1893	2	2				
356	Denison	1311	1910	3	3			1	1
357	Des Moines	352	1892	104	104				
358	Dubuque	257	1891	36	36				
359	Estherville	1010	1894	4	4				
360	Fairfield	726	1900	7	7				
361	Ft. Dodge	645	1899	12	12				
362	Ft. Madison	406	1893	7	7				
363	Grinnell	636	1899	5	5				
364	Hampton	1543	1913	4	4			1	1
365	Independence	741	1900	4	4				
366	Indianola	1312	1909	3	3				
367	Iowa City	483	1894	11	11				
368	Keokuk	371	1893	15	15				
369	Knoxville	1378	1910	2	2				
370	Lyons	1074	1906	3	3				
371	Le Mars	1040	1905	5	5				
372	Marion	1057	1905	3	3				
373	Marshalltown	353	1892	14	14				
374	Mason City	471	1894	10	10				
375	Muscatine	644	1899	14	14				
376	Newton	787	1900	5	5				
377	Oelwein	949	1903	3	3				
378	Oskaloosa	170	1891	8	8				

TABLE NO. 1—MEMBERSHIP AND EMPLOYMENT, DECEMBER 31,  
1913.—CONTINUED.

LETTER CARRIERS, NATIONAL ASSOCIATION OF—Continued.

Marginal No.	City	No. of local	Year organized	Males	Females	Total	Lack of work or material	Weather	Strike or lockout	Sickness, accident	Other reasons	Total
379	Attumwa	447	1898	18		18						
380	Red Oak	610	1898	6		6				1		
381	Sioux City	69	1890	4		4						
382	Sheldon	1075	1900	2		2						
383	Spencer	1315										
384	Waterloo	512	1894	18		18						
385	Waverly	1373	1910	4		4						
386	Webster City	655	1899	4		4						

## MACHINISTS, INTERNATIONAL ASSOCIATION OF

387	Belle Plaine <sup>1</sup>	802	1912	10	10						
388	Belle Plaine	666	1903	39	39						
389	Boone	273	1890	70	70						
390	Burlington	531	1902	41	41						
391	Cedar Rapids	262	1902	65	65			3		3	
392	Cedar Rapids	831	1913	40	40						
393	Cedar Rapids <sup>1</sup>	903	1913	52	52	10					20
394	Centerville	530	1902	7	7						
395	Clinton	283	1890	113	113						
396	Clinton <sup>1</sup>	953	1913	32	32						
397	Creston	533	1902	32	32						
398	Davenport	388	1896	125	125	6		4			10
399	Des Moines	254	1904	46	46						
400	Des Moines	479	1910	38	38						
401	Dubuque	379	1901	180	180	15		2			17
402	Dubuque <sup>1</sup>	940									
403	Eagle Grove	562	1905	28	28						
404	Eldon	245	1903	21	21						
405	Ft. Madison	219	1901	38	38						
406	Keokuk	519	1913	26	26						
407	Manly	844	1913	30	30			5		5	
408	Marshalltown	299	1900	117	117	11		1			11
409	Marshalltown	708	1905	10	10						
410	Marshalltown <sup>1</sup>	920	1913	44	44						
411	Missouri Valley	171	1899	86	86			2		2	
412	Missouri Valley <sup>1</sup>	929	1912	28	28						
413	Muscatine	116	1902	24	24						
414	Ottumwa	269	1901	57	57						
415	Perry	190	1910	56	56						
416	Sioux City	178	1891	112	112			1			1
417	Valley Junction	670	1903	45	45						
418	Valley Junction <sup>1</sup>	939	1913	20	20						
419	Waterloo	314	1890	100	100	10		8			18

<sup>1</sup>Machinists Helpers lodges.

METAL POLISHERS, BUFFERS, PLATERS, BRASS AND SILVER WORKERS' UNION  
OF NORTH AMERICA.

420	Lyons	144	1909	5	8						
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METAL WORKERS' INTERNATIONAL ALLIANCE, AMALGAMATED SHEET

[illegible]



TABLE NO. I—MEMBERSHIP AND EMPLOYMENT, DECEMBER 31,  
1913—CONTINUED.

## METAL WORKERS' INTERNATIONAL ALLIANCE, AMALGAMATED SHEET—Con.

Marginal No	City	No. of local	Year organized	Males	Females	Total	Lack of work or material	Weather	Strike or lockout	Sickness, accident or old age	Other reasons	Total
426	Ft. Dodge	397										
427	Keokuk	215		11		11						
428	Marshalltown	253	1910	26		26	6			1		7
429	Marshalltown	326	1913	31		31						
430	Ottumwa	147	1902									
431	Sioux City <sup>1</sup>	184	1906	28		28						
432	Waterloo	211	1907	22		22						
433	Waterloo	359										

<sup>1</sup>Estimated date of charter.

## MINE WORKERS OF AMERICA, UNITED

434	Albia	793	1900	160		160						
435	Avery	242		160		160						
436	Andersonville	326		101		101						
437	Beacon	178	1891	50		50	22			18		40
438	Bear Creek	1169	1910	199		199				6	20	26
439	Bidwell	3039		17		17						
440	Bloomfield	1907		133		133						
441	Blyth	326										
442	Boone	809	1899	426		426						
443	Bolton	426		102		102						
444	Brazil	201	1898	280		280						
445	Buxton	1799	1901	600		600						
446	Cedar Mines	2830		214		214						
447	Centerville	553	1898	1280		1280				43		43
448	Chariton	1933	1901	265		265						
449	Cincinnati	775	1899	342		342				10		10
450	Clarkdale	239	1899	73		73						
451	Coalfield	1318	1900	265		265						
452	Coalville	392	1897	93		93				7		7
453	Colfax	56	1899	400		400				10		10
454	Crocket	662	1905	35		35						
455	Dallas	1504		154		154						
456	Darbyville	2652		30		30						
457	Dawson	1110	1903	8		8						
458	Dean	1616	1899	892		892						
459	Des Moines (Bondurant)	1603		139		139						
460	Des Moines	55	1897	339		339						
461	Des Moines	384	1899	231		231						
462	Des Moines	1047	1897	257		257						
463	Des Moines	1140	1900	147		147						
464	Des Moines	2496		97		97						
465	Des Moines	2485		61		61						
466	Diamond	845		157		157						
467	Durfee	2482		238		238						
468	Enterprise	2511	1904	535		535				8		8
469	Evansville	2470		222		222						
470	Everist	981		176		176						
471	Excelsior	2341		76		76						
472	Exline	812	1899	241		241				3		3
473	Flagler	534	1899	16		16						
474	Foster	172		176		176						
475	Fraser	1039	1898	20		20						
476	Hamilton	536	1899	6		6						
477	Harvey	2835	1910	46		46				2		2
478	Hawkeye	1993		100		100						
479	Hickory	692		110		110						
480	High Bridge	2460	1906	193		193	180			5	3	188
481	Hiteman	916	1898	660		660	50			20		70
482	Hocking	1121	1899	579		579						
483	Hoovers	1042		190		190						

TABLE NO. I—MEMBERSHIP AND EMPLOYMENT, DECEMBER 31,  
1913—CONTINUED.

## MINE WORKERS OF AMERICA, UNITED—Continued.

Marginal No.	City	No. of local	Year organized	Males	Females	Total	Lack of work or material	Weather	Strike or lockout	Sickness, accident or old age	Other reasons	Total
484	Hynes	2741		377		377						
485	Jerome	387	1898	121		121						
486	Knoxville	1958	1901	57		57						
487	Laddsdale	903	1899	24		24						
488	Lucas	799	1895	18		18				3		3
489	Madrid	709		248		248						
490	Madrid	1761		283		283						
491	Marquissville	851	1898	202		202						
492	Maple	47	1913	130		130				1		1
493	Moingona	2768		8		8						
494	Mystic	634	1898	785		785						
495	Newton	154		26		26						
496	Numa	875	1894	506		506						
497	Ogden	2433		233		233						
498	Oshaloosa	97	1899	23		23						
499	Otley	1265	1900	7		7						
500	Ottumwa	152	1891	115		115						
501	Plana	2988		27		27						
502	Phildia	2644		143		143						
503	Rathbun	372	1898	224		224						
504	Regal	407		138		138						
505	Saylor	1573		384		384						
506	Seever	671	1900	140		140						
507	Seymour	206	1898	240		240				2		2
508	Streepyville	1873	1904	225		225				1		1
509	Union Mines	1178		19		19						
510	Valley Junction	10		150		150						
511	What Cheer	841	1897	10		10						
512	White City	782		57		57						
513	White City	790		248		248						
514	Yoder	318		262		262						

## MOLDERS' UNION OF NORTH AMERICA, INTERNATIONAL

515	Burlington	358	1902	86		86	32			1	2	35
516	Cedar Rapids	193	1890	47		47	14			2		16
517	Des Moines	316	1900	35		35						
518	Dubuque	263	1910	22		22						
519	Marshalltown	91	1903	32		32	17				1	18
520	Ottumwa	203	1900	18		18						
521	Waterloo	459	1906	240		240	40		30	2		72

## MUSICIANS, AMERICAN FEDERATION OF

522	Albia	177	1909	75		75						
523	Boone	574	1911	25		25						
524	Burlington	646	1913	88	2	90						
525	Buxton	305	1903	27		27						
526	Cedar Rapids	137	1901									
527	Centerville	490	1908	52	8	55						
528	Clinton	79	1900	74	10	84						
529	Davenport <sup>1</sup>	67	1897	215		215						
530	Des Moines <sup>1</sup>	75	1897	254		254						
531	Dubuque	289	1903	114	24	138				2		2
532	Fairfield	621	1909	27		27						
533	Ft. Dodge <sup>1</sup>	504	1908	71		71						
534	Ft. Madison	273	1906	28	2	30						
535	Keokuk	264	1913	35		35						
536	Marshalltown	176	1902	34	6	40						



TABLE NO. I—MEMBERSHIP AND EMPLOYMENT, DECEMBER 31, 1913—CONTINUED.

## MUSICIANS, AMERICAN FEDERATION OF—Continued.

Marginal No.	City	No. of local	Year organized	Males	Females	Total	Lack of work or material	Weather	Strike or lockout	Sickness, accident or old age	Other reasons	Total
537	Mason City	230	1908	16	5	21						
538	Muscatine	551	1910	39	7	46						
539	Ottumwa	64	1898	44	2	46						
540	Oskaloosa	168	1909	31		31						
541	Sioux City <sup>1</sup>	264	1902	149		149						
542	Storm Lake	671	1911	27		27						
543	Waterloo	324	1904	85	11	96						

<sup>1</sup>This is total number of members; number of each sex not designated.

## PAINTERS, DECORATORS AND PAPERHANGERS OF AMERICA, BROTHERHOOD OF

544	Boone	765	1913	19		19						
545	Burlington	744	1912	48		48						
546	Cedar Rapids	447	1907	130		130		50		5		55
547	Centerville	292	1901	24		24						
548	Chariton	918	1913	21		21						
549	Clinton	183	1900	50		50						
550	Creston	769	1913									
551	Davenport	152	1907	26		26						
552	Des Moines	246	1891	120		120						
553	Des Moines	686	1909	36		36						
554	Dubuque	693	1902	82		82				2		2
555	Dubuque	14	1910	26		26	14					14
556	Ft. Dodge	334	1912	43		43						
557	Ft. Madison	542	1913	28		28	20					20
558	Grinnell	552	1910	27		27	15					15
559	Keokuk	885	1907	45		45						
560	Marshalltown	254	1908	46		46						
561	Oelwein	778	1902	14		14						
562	Oskaloosa	331	1910	13		13						
563	Ottumwa	633	1912	8		8				1		1
564	Sioux City	214	1904	147		147						
565	Waterloo	494	1905	56		56				1		1

## PHOTO-ENGRAVERS' UNION OF NORTH AMERICA, INTERNATIONAL

566	Des Moines	25	1907	32		32						
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## PLASTERERS' INTERNATIONAL ASSOCIATION OF THE UNITED STATES AND CANADA, OPERATIVE

567	Albia	259	1908									
568	Burlington	484										
569	Cedar Rapids	160	1899	40		40	10			5		15
570	Centerville	445		5		5		4				4
571	Clinton	328	1913	25		25						
572	Council Bluffs	263										
573	Davenport	28										
574	Des Moines	21	1887									
575	Dubuque	145	1902									
576	Ft. Dodge	488	1912	17		17						
577	Keokuk	471	1911	12		12		5				5
578	Marshalltown	277	1902									
579	Muscatine	595										
580	Sioux City	41	1910	33		33						
581	Waterloo	225	1908	28		28	15			1		15

TABLE NO. I—MEMBERSHIP AND EMPLOYMENT, DECEMBER 31, 1913—CONTINUED.

## PLUMBERS AND STEAM FITTERS OF THE UNITED STATES AND CANADA, UNITED ASSOCIATION OF

Marginal No.	City	No. of local	Year organized	Males	Females	Total	Lack of work or material	Weather	Strike or lockout	Sickness, accident or old age	Other reasons	Total
582	Boone	340	1912	17		17	2					2
583	Boone	610	1913	9		9						
584	Burlington	212	1900	24		24	6					6
585	Cedar Rapids	125	1892	45		45	2			1		3
586	Clinton	456	1910	17		17						
587	Clinton	346	1912	8		8						
588	Council Bluffs	474	1900	16		16	2					2
589	Davenport	387	1902	45		45	5					5
590	Des Moines	33	1899	100		100	20			2		22
591	Dubuque	66	1890	19		19						
592	Ft. Dodge	584	1912	29		29						
593	Iowa City	483	1909	14		14	4					4
594	Marshalltown	315	1907	10		10						
595	Mason City	405	1910	14		14						
596	Ottumwa	47	1909	12		12						
597	Sioux City	18	1890	35		35	6					6
598	Waterloo	384	1907	47		47				1		1

## PRINTING PRESSMEN'S UNION, INTERNATIONAL

599	Burlington	129	1913	14		14						
600	Cedar Rapids	104	1899	51		51				1		1
601	Des Moines	89	1898	38		38						
602	Des Moines <sup>1</sup>	46	1898	32		32	8			1		9
603	Des Moines <sup>2</sup>	11		11		11						
604	Keokuk	154	1909	8		8	1					1
605	Sioux City	63	1893	27		27						
606	Sioux City <sup>1</sup>	21	1898	19		19						
607	Waterloo	153	1913	35		35						

<sup>1</sup>Press feeders and helpers.<sup>2</sup>Webb pressmen.

## RAILWAY EMPLOYEES OF AMERICA, AMALGAMATED ASSOCIATION OF STREET AND ELECTRIC

608	Albia	559	1911	12		12						
609	Boone	334	1903	16		16				1		1
610	Burlington	212	1901	51		51						
611	Cedar Rapids	688	1913	124		124						
612	Davenport	312	1902	225		225						
613	Des Moines	441	1906	489		489				5		5
614	Dubuque	329	1903	95		95						
615	Muscatine	599	1912	45		45						
616	Oskaloosa	524	1909	32		32			32			32
617	Ottumwa	199	1901	73		73				2		2

## STAGE EMPLOYEES OF AMERICA, INTERNATIONAL ALLIANCE OF THEATRICAL

618	Cedar Rapids	191	1910	30		30						
619	Davenport	85										
620	Des Moines	67	1899	62		62						
621	Des Moines <sup>1</sup>	236										
622	Dubuque	103										
623	Muscatine	238	1912	21		21						
624	Ottumwa	534	1911	12		12						
625	Sioux City	40	1896	25		25						
626	Waterloo	202	1911	45		45			20			20

<sup>1</sup>Moving picture operators.



TABLE NO. I—MEMBERSHIP AND EMPLOYMENT, DECEMBER 31, 1913—CONTINUED.

## STEREOTYPERS' AND ELECTROTYPERS' UNION OF NORTH AMERICA, INTERNATIONAL

Marginal No.	City	No. of local	Year organized	Males	Females	Total	Lack of work or material	Weather	Strike or lockout	Sickness, accident or old age	Other reasons	Total
627	Des Moines	40	1892	25		25						
628	Des Moines	84	1906	18		18						
629	Des Moines	89										
630	Sioux City	41	1899	13		13				1		1

## STONECUTTERS' ASSOCIATION OF NORTH AMERICA, JOURNEYMEN

631	Cedar Rapids		1898	7		7						
632	Des Moines		1898	4		4						
633	Dubuque		1902	4		4						
634	Iowa City		1902	2		2						
635	Sioux City			3		3						

## STOVE MOUNTERS' INTERNATIONAL UNION

636	Marshalltown	89	1910	21		21	11					11
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## SWITCHMEN'S UNION OF NORTH AMERICA.

637	Cedar Rapids	92		80		80						
638	Council Bluffs	6	1894	48		48						
639	Davenport	133	1900	147		147						
640	Ft. Dodge	203	1911	19		19						
641	Marion	111	1900	23		23						
642	Marshalltown	126	1894	9		9						
643	Muscatine	187	1912	17		17	5			1		6
644	Oelwein	84	1899	35		35						
645	Oskaloosa	98	1890	23		23						
646	Ottumwa	89	1901	23		23	3					3
647	Valley Junction	174	1901	62		62						
648	Waterloo	34	1896	17		17					3	3

## TAILORS' INTERNATIONAL INDUSTRIAL UNION OF AMERICA

649	Burlington	207	1892	25	2	27						
650	Cedar Rapids	160	1899	32		32						
651	Clinton	230	1900	15	4	19						
652	Council Bluffs	231	1896	14		14				1		1
653	Davenport	300	1900	27	1	28						
654	Des Moines	15	1911	18		18						
655	Dubuque	79										
656	Ft. Dodge	109	1903	26	2	28						
657	Ft. Madison	158	1903	3		3						
658	Keokuk	177	1891									
659	Ottumwa	68	1893	12	1	13						
660	Sioux City	232	1896	61		61				2		2
661	Waterloo	42	1894	19		19						

## TEAMSTERS, CHAUFFEURS, STABLEMEN, AND HELPERS OF AMERICA, INTERNATIONAL BROTHERHOOD OF

662	Burlington	218	1903	25		25						
663	Cedar Rapids	304	1905	115		115				1		1
664	Davenport	563	1903	16		16						
665	Des Moines	90	1899	638		638	200					200
666	Dubuque	567	1903	200		200	10	20		5		35
667	Muscatine	225	1910	54		54	10	8			1	19
668	Mystic	249	1903	16		16						
669	Newton	232	1913	35		35						

TABLE NO. I—MEMBERSHIP AND EMPLOYMENT, DECEMBER 31, 1913—CONTINUED.

## TRAINMEN, BROTHERHOOD OF RAILROAD

Marginal No.	City	No. of local	Year organized	Males	Females	Total	Lack of work or material	Weather	Strike or lockout	Sickness, accident or old age	Other reasons	Total
670	Belle Plaine	212	1886	64		64						
671	Boone	204	1887	275		275				17		10
672	Burlington	26	1887	104		104						
673	Carroll	485	1892	87		87						
674	Cedar Rapids	56	1885	215		215						
675	Centerville	104	1898	57		57						
676	Chariton	268	1896	13		13						
677	Cherokee	522	1892	39		39						
678	Clarion <sup>1</sup>	707	1905	44		44				3		3
679	Clinton	183	1886	334		334						
680	Council Bluffs	520	1894	183		183	5			4		7
681	Creston	28	1883	120		120						
682	Des Moines	602	1901	226		226	25			10		35
683	Dubuque	60	1885	96		96						
684	Eagle Grove	138	1885	108		108						
685	Eldon	348	1890	55		55				3		3
686	Estherville	352	1890	77		77						
687	Ft. Dodge	171	1886	86		86	2					8
688	Ft. Madison	515	1883	55		55						
689	Marion	319	1889	93		93						
690	Mason City	9	1891	176		176	40					40
691	Moulton	773	1907	21		21						
692	Osaloosa	152	1895	76		76						
693	Ottumwa	12	1884	107		107				2		2
694	Ottumwa	737	1903	73		73				1		1
695	Perry	86	1885	130		130	50			8		58
696	Sanborn	724	1905	76		76						
697	Sioux City	247	1887	250		250				2	1	3
698	Valley Junction	546	1894	129		129						
699	Waterloo	341	1890	126		126				2	5	7

<sup>1</sup>Date of charter estimated.

## TYPOGRAPHICAL UNION, INTERNATIONAL.

700	Boone	381	1900	20		20						
701	Burlington	75	1885	39		39				1		1
702	Cedar Rapids	192	1881	87	3	90				1		1
703	Clinton	334	1896	27		27						
704	Council Bluffs	203	1882	30		30				2		2
705	Davenport	107	1885	166	6	172	4			3		7
706	Des Moines	118	1882	215	11	226	6			6		12
707	Dubuque	22	1855	64		64	2			2		4
708	Ft. Dodge	713	1913	27	2	29	3					3
709	Ft. Madison	581	1903	8		8						
710	Iowa City	515	1902									
711	Keokuk	68	1882	21	1	22						
712	Marshalltown	414	1902	19		19				1		1
713	Mason City	406	1900	24	2	26						
714	Muscatine	251	1893	22		22					1	1
715	Oskaloosa	526	1902	14		14						
716	Ottumwa	73	1894	37		37						
717	Sioux City	180	1879	140		140	3			1		4
718	Waterloo	349	1899	57		57					4	4

## FEDERAL UNIONS AFFILIATED WITH A. F. OF A. L.

719	Des Moines <sup>a</sup>	14,546	1912	112		112						
720	Des Moines <sup>b</sup>	12,917	1901	25		25						
721	Ft. Dodge <sup>c</sup>	14,319	1912	159		159				10		10
722	Ottumwa <sup>d</sup>	8,227										

<sup>a</sup>City Firemen's; <sup>b</sup>Pipe Layers; <sup>c</sup>Gypsum Miners; <sup>d</sup>Federal Labor.



TABLE NO. 2—SUMMARY OF MEMBERSHIP AND LOCAL ORGANIZATIONS BY CRAFTS, DECEMBER 31, 1913.

Industry	No. of locals	Males	Females	Total
THE STATE.				
Barbers' Union, International Journeymen	23	914		914
Blacksmiths and Helpers, International Brotherhood of	12	237		237
Boiler Makers and Iron Ship Builders of America, Brotherhood of	14	206		206
Bookbinders, International Brotherhood of	5	78	77	155
Boot and Shoe Workers Union	1	13		13
Brewery Workmen, International Union of United	6	309		309
Bricklayers, Masons and Plasterers' International Union of America	25	1,024		1,024
Bridge and Structural Iron Workers, International Association of	3	87		87
Broom and Whisk Makers' Union, International	4	16		16
Butcher Workmen and Meat Cutters of North America, Amalgamated	3	86		86
Carmen, Brotherhood of Railway	21	1,170		1,170
Carpenters and Joiners of America, United Brotherhood of	36	4,242		4,242
Cement Workers, American Brotherhood of	3	44		44
Cigar Makers' International Union of America	19	712	82	794
Clerks, Postoffice, National Federation of	3	67	1	68
Clerks' International Protective Association, Retail	13	130	31	161
Conductors, Order of Railway	23	1,424		1,424
Coopers' International Union of North America	3	28		28
Electrical Workers of America, International Brotherhood of	18	657		657
Engineers, Brotherhood of Locomotive	33	2,147		2,147
Engineers, International Union of Steam and Operating	5	66		66
Federal Labor Unions Affiliated with A. F. of L.	4	296		296
Firemen and Enginemen, Brotherhood of Locomotive	30	2,535		2,535
Firemen, International Brotherhood of Stationary	1	28		28
Garment Workers of America, United	3	8	174	177
Glass Workers' International Association	2	23		23
Granite Cutters' Association of America	1	26		26
Horseshoers of United States and Canada, International Journeymen	4	39		39
Hod Carriers, Building and Common Laborers' Union of America, International	2	405		405
Hotel and Restaurant Employees' International Alliance and Bartenders Int. League of Am.	12	640	15	655
Lathers, International Union of Wood, Wire and Metal	6	98		98
Laundry Workers' International Union	1	28		28
Leather Workers, on Horse Goods, United Brotherhood of	3	94		94
Letter Carriers, National Association of	48	527		527

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Machinists, International Association of	33	1,723		1,723
Metal Polishers, Buffers, Platers, Brass and Silver Workers' Union of North America	1	5		5
Metal Workers' International Alliance, Amalgamated Sheet	13	202		202
Mine Workers of America, United	81	16,771		16,771
Molders' Union of North America, International	7	480		480
Musicians, American Federation of	22	1,510	72	1,582
Painters, Decorators and Paperhangers of America, Brotherhood of	22	1,009		1,009
Photo-Engravers' Union of North America, International	1	32		32
Plasterers' International Association of the United States and Canada, Operative	15	160		160
Plumbers and Steam Fitters of the United States and Canada, United Association of	17	461		461
Printing Pressmen's Union, International	9	235		235
Railway Employees of America, Amalgamated Association of Street and Electric	10	1,162		1,162
Stage Employees of America, International Alliance of Theatrical	9	195		195
Stereotypers' and Electrotypers' Union of North America, International	4	56		56
Stone Cutters' Association of North America, Journeymen	5	20		20
Stove Mounters' International Union	1	21		21
Switchmen's Union of North America	12	503		503
Tailors' International Industrial Union of America	13	252	10	262
Teamsters, Chauffeurs, Stablemen and Helpers of America, International Brotherhood of	8	1,099		1,099
Trainmen, Brotherhood of Railroad	30	3,495		3,495
Typographical Union, International	19	1,017	25	1,042
Total	722	48,806	487	49,293

BUREAU OF LABOR STATISTICS



TABLE NO. III.—SHOWING MEMBERSHIP AND LOCAL ORGANIZATIONS OF LABOR BY COUNTIES, DECEMBER 31, 1913.

County	No. of unions	Total membership for county
Appanoose	32	5,831
Benton	8	244
Black Hawk	36	1,862
Boone	26	2,590
Bremer	1	4
Buchanan	1	4
Buena Vista	1	27
Carroll	2	92
Cass	1	5
Cerro Gordo	14	724
Cherokee	4	103
Clay	1	—
Clinton	26	1,358
Crawford	1	3
Dallas	10	758
Davis	2	157
Des Moines	22	1,031
Dubuque	41	2,279
Emmet	6	274
Fayette	9	259
Franklin	2	29
Fremont	1	101
Guthrie	1	11
Hamilton	2	38
Harrison	4	139
Henry	1	8
Jasper	8	695
Jefferson	6	97
Johnson	7	145
Jones	1	3
Keokuk	2	22
Lee	30	937
Linn	51	3,665
Lucas	8	402
Mahaska	24	1,206
Marion	9	703
Marshall	23	727
Monroe	22	3,914
Montgomery	1	6
Muscatine	14	399
Osceola	5	211
Pago	1	3
Plymouth	1	5
Polk	75	8,657
Pottawattamie	14	666
Poweshiek	4	90
Scott	20	2,142
Story	2	97
Union	10	325
Wapello	45	1,767
Warren	1	3
Webster	21	1,252
Winnebuck	1	2
Woodbury	39	2,929
Worth	2	58
Wright	10	464
<b>Totals</b>	<b>722</b>	<b>49,353</b>

TABLE NO. IV.—UNION SCALE OF WAGES AND HOURS OF LABOR: BY OCCUPATIONS AND MUNICIPALITIES.

As per reports for December 31, 1913.

Occupations and Municipalities	Rates of Wages					Hours of Labor		
	Units	Rates 1913	Rates 1911	Overtime (hour)	Sundays and holi- days (hour)	Day	Week	No. of mos. Saturday half holiday in effect
<b>BARBERS—</b>								
Burlington	week	\$12.00					69	
Cedar Rapids	week	12.00 <sup>1</sup>				10	62½	
Davenport	week	12.00 <sup>2</sup>				*12½	77½	
Des Moines	week	12.00 <sup>3</sup>				*12½	77½	
Dubuque	week	12.00 <sup>4</sup>				*12½	75	
Ft. Dodge	week	12.00 <sup>5</sup>				11	68	
Ft. Madison	week	12.00 <sup>6</sup>				*12½	77½	
Keokuk	week	12.00 <sup>7</sup>				*13	80	
Marshalltown	week	14.00				10	62	
Oskaloosa	week	11.00 <sup>8</sup>				11	69	
Sioux City	week	14.00 <sup>9</sup>				11	68	
Waterloo	week	14.00 <sup>10</sup>				10	63	
<b>BLACKSMITHS—</b>								
Cedar Rapids	hour	{ \$ .34½	\$ .31½	1½	1½	8	47	
Blacksmith helper	hour	{ .42	.39	1½	1½	8	47	
		{ .25	.21	1½	1½	8	47	
Dubuque	hour	{ .26	.23	1½	1½	9	54	5
		{ .31	.29½	1½	1½	9	54	5
		{ .35	.33½					
		{ .38	.36½					
		{ .39	.37½					
		{ .41	.38½					
Bolt makers	hour	{ .42	.40½					
Marshalltown	hour	{ .30½	.29	1½	1½	9	54	
		{ .30	.29	1½	1½	9	54	
Ottumwa	day	.46	.45					
Sioux City	hour	2.50	2.50	1½	1½	9	54	
Helper	hour	.43	.42	1½	1½	8	48	
	hour	.26½	.26	1½	1½	8	48	
<b>BOILERMAKERS—</b>								
Boone	hour	.41½	.39		1½	8	48	
Helper	hour	{ .19	1.50		1½	8	48	
		{ .24	1.75		1½	8	48	
Apprentice	day	{ 1.00	.75					
		{ 2.50	1.75		1½	8	48	
Dubuque	hour	.41½	.40		.61½	9	54	5
Sioux City	hour	{ .41½	.39½					
		{ .43	.40½		1½	9	50	12
Waterloo	hour	.39	.39	1½	1½	9	54	

<sup>1</sup>\$12.00 guarantee, ½ of all taken in over \$18; and \$16.00 guarantee and ½ of all taken in over \$25.<sup>2</sup>\$14 guarantee and ½ of all taken in over \$20.<sup>3</sup>\$12 guarantee and ½ of all taken in over \$18. Saturday men minimum \$3 and 60% of all taken in over \$5.<sup>4</sup>\$12 guarantee and ½ of all taken in over \$18.<sup>5</sup>\$12 guarantee and ½ of all taken in over \$16.00.<sup>6</sup>\$12 guarantee and 65% of all taken in over \$18.<sup>7</sup>\$12 guarantee and 60% of all taken in over \$18.<sup>8</sup>\$11 guarantee and ½ of all over \$18.<sup>9</sup>\$14 guarantee and 60% of all over \$14.<sup>10</sup>\$12 and ½ of all taken in over \$18.<sup>11</sup>\$13 and ½ of all taken in over \$20.<sup>12</sup>\$14 and ½ of all taken in over \$22.

\*The 12½ hour and 13 hour as above includes time taken for lunch and meals.



TABLE IV.—UNION SCALE OF WAGES, ETC.—CONTINUED.

Occupation and Municipalities	Rates of Wages					Hours of Labor		
	Units	Rates 1913	Rates 1911	Overtime (hour)	Sundays and holidays (hour)	Day	Week	No. of mos. Saturday half holiday in effect
<b>BOOKBINDERS—</b>								
Des Moines—								
Book binders	week	\$17—\$18	\$16—\$17	1½			48	
Finishers	week	18.00	17.00	1½			48	
Cutters	week	16.00	15.00	1½			48	
Rulers	week	19.00	\$18—\$16	1½			48	
Foremen	week	21.00	20.00	1½			48	
Book folders	week	9.00	8.00	1½			48	
Foreladies	week	11.00	10.00	1½			48	
(Sunday and New Years time and one-half; all others double time.)								
Davenport—								
Forwarders	week	20.00		1½	double		48	
Finishers	week	23.00		1½	double		48	
Rulers	week	21.00		1½	double		48	
Folders	week	21.00		1½	double		48	
Brewers and Malsters	week	21.00	20.00	.60	.60	8	48	
Cutters	week	18.00		1½	double		48	
<b>BREWERY WORKERS—</b>								
Davenport—								
Brewery workers	week	21.00	20.00	.60	.60	8	48	
Bottlers	week	16.00	15.00	1½	1½	8	48	
Engineers	week	22.00	21.00	1½	1½	8	56	
Firemen	week	19.00	18.00	1½	1½	8	56	
Beer deliverers	week	19.00	18.00	1½	1½	9	54	
						10	60	
Dubuque—								
Brewers	week	\$17.00	16.00	1½	1½	8	48	
		19.00	18.00					
Bottlers	week	\$14.00	12.50	1½	1½	8	48	
		16.00	14.00					
Teamsters	week	\$16.00	15.00			8	48	
		18.00	17.00					
Sioux City—								
Coopers	hour	.33	.30	1½	1½	9	53	
Box makers	hour	.25	.22½	1½	1½	9	53	
Bottlers	hour	.25	.22½	1½	1½	9	53	
Laborers	hour	.22½	.20	1½	1½	9	53	
Truck drivers	week	16.00	16.00	1½	1½	9	53	
<b>BRICKLAYERS—</b>								
Ames	hour	.65	.65	1½	1½	9		
Burlington	hour	.75	.70	1.10	1.50	8	48	
Council Bluffs	hour	.70	.70	1.05	1.40	8	44	12
Des Moines	hour	.70	.70	1.05	1.40	8	48	12
Dubuque	hour	.70	.65	1½	1½	8	48	
Fort Dodge	hour	.70	.65	1½	double	9	54	
Grinnell	hour	.55	.55	1½	1½	9	54	
Iowa City	hour	.62½	.56½	1½	double			
Keokuk—								
Bricklayers	hour	.70	.65	1.40	1.40	8	48	
Masons	hour	.55	.50	1.10	1.10	8	48	
Marshalltown	hour	.70	.60	1½	double	9	54	
Mason City—								
Bricklayers	hour	.70	.62½	1½	double	8	48	
Masons	hour	.62½	.50	1½	double	8	48	
Muscatine	hour	.62½	.62½	1½	double	8	48	
Oskaloosa	hour	.65	.60	1.00	1.30	8	48	
Ottumwa—								
Bricklayers	day	5.00	5.00	.94	1.25	8	48	
Masons	day	4.00	4.00	.75	1.00	8	48	
Waterloo	hour	.75	.65	1½	1½	8	48	

TABLE IV.—UNION SCALE OF WAGES, ETC.—CONTINUED.

Occupations and Municipalities	Rates of Wages					Hours of Labor		
	Units	Rates 1913	Rates 1911	Overtime (hour)	Sundays and holidays (hour)	Day	Week	No. of mos. Saturday half holiday in effect
<b>BRIDGE AND STRUCTURAL IRON WORKERS—</b>								
Des Moines	hour	.50	.50	.75		8		8
<b>BUTCHER WORKMEN—</b>								
Waterloo—								
Butchers	week	20.00	20.00				71	
Meat cutters	week	20.00	20.00				71	
Sausage makers	week	20.00	20.00				71	
Wagon drivers	week	12.00	12.00					
		15.00	15.00				71	
Apprentices	week	15.00	15.00					
		18.00	18.00				71	
<b>CARMEN, RAILWAY—</b>								
Cedar Rapids—								
Coach carpenter	hour	{ .30½ .33	.29½ .32	1½	1½		47	
Locomotive carpenter	hour	{ .29½ .31	.29 .30½	1½	1½		47	
Freight carpenter	hour	{ .27½ .28½	.27 .28	1½	1½		47	
Car inspectors	hour	.25	.23½	straight	straight		70	
Car repairer	hour	.23	.22½	1½	1½		47	
Painters	hour	{ .22½ .33	.22 .32½	1½	1½		47	
Miscellaneous	hour	{ .20 .34½	.19½ .33	1½	1½		47	
Clinton—								
Miscellaneous	hour	{ .20 .25	.11½ .24	1½	1½	9 9		
Davenport—								
Coach carpenter	hour	{ .30½ .33	.29 .31	1½	1½	10		
Locomotive carpenter	hour	{ .29½ .31	.28 .29	1½	1½	10		
Freight carpenter	hour	{ .27½ .28½	.26 .26½	1½	1½	10		
Car inspectors	hour	.25	.23½	1½	1½	10		
Car repairer	hour	.23	.21½	1½	1½	10		
Freight car repairer	hour	.24	.22½	1½	1½	10		
Dubuque—								
Carmen	hour	{ .16½ .31	.16½ .31	1½	1½		48	
Estherville—								
Car repairers	hour	.23	.21½	1½	1½		54	9
Marion—								
Freight car carpenters	hour	{ .23 .24	.22 .23	1½	1½	8	48	
Freight car repairers	hour	.20	.20	1½	1½	8	48	
Freight car inspectors	hour	.22½	.19½	1½	1½	8	70	
Mason City—								
Car repairers	hour	.20½	.19½	1½	1½	9	53	
Car inspectors	hour	.22	.20			10	62	
Ottumwa—								
Repair men	hour	.21½	.19	1½	1½	9½	70	
Inspectors	hour	.22	.19	1½	1½			
Carpenters	hour	.25	.24	1½	1½		70	



TABLE IV.—UNION SCALE OF WAGES, ETC.—CONTINUED.

Occupations and Municipalities	Rates of Wages					Hours of Labor		
	Units	Rates 1913	Rates 1911	Overtime (hour)	Sundays and holidays (hour)	Day	Week	No. of mos. Saturday half holiday in effect
CARMEN RAILWAY—Continued								
Perry—								
Car inspectors	hour	.22	.19½				70	
Car smiths	hour	.20½	.19½	1½	1½		63	
Car carpenters	hour	.24	.19½	1½	1½		63	
Air men	hour	.20½		1½	1½		56	
Sioux City—								
Car repairers	hour	.21		1½	1	10	a 70	
Car inspectors	month	\$ 70.00						
Carpenters	hour	.27½	.26	1½	1½	9	63	
Helpers, carpenters	hour	.30	.29					
Inspectors	hour	.25	.25	1½	1½	9	63	
Truckmen	hour	.25	.24	1½	1½	9	63	
Helpers, truckmen	hour	.23	.22½	1½	1½	9	63	
Air men	hour	.20	.19½	1½	1½	9	63	
Helpers	hour	.24	.23	1½	1½	9	63	
Helpers	hour	.20	.19½	1½	1½	9	63	
CARPENTERS & JOINERS—								
Ames	hour	.50	.35	.75	1.00	9	54	4
Burlington	hour	.45	.40	1½	1½	8	48	
Cedar Rapids	day	4.00		1½	double	8	48	
Centerville	hour	.40	.40	1½	double	9	54	
Charlton	hour	.45	.30	1½	double	9	54	
Clinton	hour	.40	.37½	1½	double	8	48	
Colfax	hour	.45	.40	1½	double	8	48	
Council Bluffs	hour	.50	.45	1½	double		44	12
Davenport—								
Carpenters	hour	.53½	.50	double	double	8	48	
Millmen	hour	.30		1½	double	9	54	
Des Moines	hour	.55	.50			8	44	12
Dubuque	hour	.45	.45	1½	double	8	48	
Grinnell	hour	.40	.40	1½	double	9	54	
Iowa City	hour	.45	.40	1½	double	8	48	
Keokuk	hour	.45	.35	1½	double	8	48	
Marion	hour	.40	.40	1½	double	9	54	
Marshalltown	hour	.50	.40	1½	1½	9	54	
Mason City	hour	.45	.35	1½	double	9	54	
Muscatine	hour	.43½		1½	double	8	48	
Oskaloosa	hour	.45	.40	1½	double	8	48	
Sioux City—								
Carpenters	hour	.47½	.40	1½	double	8	48	
Millmen	hour	.33½		1½	double	9	54	
Vinton	hour	.40		1½	double	9	54	
Waterloo—								
Carpenters	hour	.50	.45	1½	double	8	48	
Millmen	hour	.31	.31	1½	1½	9	54	
CEMENT WORKERS—								
Des Moines—								
Finishers	hour	.50	.50	1½	double	8	48	
Helpers	hour	.35	.35	1½	double	8	48	
Waterloo	hour	.42½	.35					
	hour	.45	.40	1½	double	10	59	

a 10 hours a day with every other Sunday off.  
Valley Junction—

TABLE IV.—UNION SCALE OF WAGES, ETC.—CONTINUED.

Occupations and Municipalities	Rates of Wages					Hours of Labor		
	Units	Rates 1913	Rates 1911	Overtime (hour)	Sundays and holidays (hour)	Day	Week	No. of mos. Saturday half holiday in effect
<b>CIGAR MAKERS—</b>								
Cedar Rapids	a.	a.	a.				48	
Council Bluffs	a.	a.	a.				48	
Creston	a.	a.	a.				48	
Davenport	a.	a.	a.				48	
Des Moines	a.	a.	a.				48	
Dubuque	b.	b.	b.				48	
Fort Dodge	a.	a.	a.				48	
Fort Madison	a.	a.	a.				48	
Keokuk	a.	a.	a.				48	
Mt. Pleasant	a.	a.	a.				48	
Muscatine	a.	a.	a.				48	
Oskaloosa	a.	a.	a.				48	
Ottumwa	a.	a.	a.				48	
Sioux City	a.	a.	a.				44	12
Waterloo	b.	b.	b.				44	12
<b>CLERKS, POSTOFFICE—</b>								
Davenport	month	\$ 75.00 100.00	\$ 50.00 100.00			8	48	
<b>CONDUCTORS, RAILWAY—</b>								
Boone								
Passenger conductors	month	\$158.85						
Freight conductors	month	145.00						
Burlington—								
Through freight conductors	mile	.416	over pro rata.					
Way freight conductors	mile	.440	to .495.					
Way freight conductors	month	\$125 to \$135.						
Passenger conductors		\$134.20 to \$165.						
Clinton—								
Passenger conductors	month	\$158.84	\$158.84					
Way freight conductors	day	4.55	4.55					
Through freight conductors	day	4.18	4.18			10		
Dubuque—								
Through freight conductors	100 miles	4.18	4.18	pro rata				
Way freight conductors	100 miles	4.52	4.52	pro rata				
Eldon—								
Freight conductors	day	4.18	4.18			*		
*No regular hours.								
Fort Dodge—								
Local freight conductors	month	125.24	125.24	48c hr.		†		
Irregular freight conductors	100 miles	4.18						
†10 except Sunday.								
Passenger conductors	month	158.50	for 6,000 miles.					
Perry—								
Conductors	day	\$ 4.18	\$ 4.18			10		
Sanborn—								
Way freight conductors	100 miles	4.52	4.52	pro rata	pro rata			
Time freight conductors	100 miles	4.18	4.18	pro rata	pro rata			
Sioux City—								
Conductors	100 miles	4.18	4.18					
<b>COOPERS—</b>								
Cedar Rapids	hour	.30		1½		20	55 & 60	
Ottumwa	day	3.00	2.95			10	60	

NOTE. a. All piece work upon basis of 1,000, no change in wage rate during biennial period.

b. A slight increase in rate per 1,000 during biennial period.  
Slight increase in low paid passenger runs.



TABLE IV.—UNION SCALE OF WAGES, ETC.—CONTINUED.

Occupations and Municipalities	Rates of Wages					Hours of Labor		
	Units	Rates 1913	Rates 1911	Overtime (hour)	Sundays and holi- days (hour)	Day	Week	No. of mos. Saturday half holiday in effect
<b>ELECTRICAL WORKERS—</b>								
Boone—								
Electric light	day	3.50	3.00	1½	double	9	54	
Telephone	day	3.50	3.10	1½	double	9	54	
Inside wiremen	day	3.50		1½	double	9	54	
Cedar Rapids—								
Inside wiremen	day	4.00	4.00	1½	double	8	44	2
Davenport—								
Light and street car linemen	day	3.50	3.25	1½	double	9	54	
Telephone linemen, install- ers, etc.	day	3.30	3.20	1½	1½	9	53	
Des Moines—								
Linemen	day	3.51	3.30	1½	1½	9	53	
Dubuque—								
Inside wiremen	hour	.50	.50	1½	double	8	48	
Keokuk—								
Linemen, telephone	day	3.30	3.00	1½		9	54	
Light linemen	day	3.78	3.00			9	54	
Wiremen	day	3.25	2.75	1½	1½	9	54	
Mason City—								
Linemen	day	3.00		1½	double	9	54	
Ottumwa—								
Linemen	day	3.40	3.10	1½	double	9	54	
Wiremen	day	3.50	3.10	1½	double	9	54	
Sioux City—								
Linemen	day	3.50	3.20	1½		9	54	
Wiremen	day	3.35	3.00	1½	double	8	48	
Waterloo—								
Inside Wiremen	day	4.25	4.00	1½	double	9	54	
Linemen	day	3.75	3.75	double	double	9	50	3
Street car linemen	day	4.00	3.50	1½	1½	10	60	
<b>ENGINEERS, LOCOMOTIVE—</b>								
Boone—	100							
Passenger engineers	miles	4.06		pro rata				
Cedar Rapids—	100	4.05						
Locomotive engineers	miles	4.15		pro rata				
Cherokee—								
Locomotive engineers	day	4.40	4.40	.44 to		10		
Eagle Grove—				.54 hr.				
Passenger engineers	100	4.25	4.25					
Freight engineers	100	4.75	4.75					
Switch engineers	100	4.80	4.80					
Mason City—								
Passenger engineers	100	5.95	5.95					
Freight engineers	100	4.00	4.00					
Switch engineers	100	4.25	4.25				75	
Ottumwa—								
Engineers	hour	.24½	.24½	1½	1½	9	54	
		.31	.21					

TABLE IV.—UNION SCALE OF WAGES, ETC.—CONTINUED.

Occupations and Municipalities	Rates of Wages					Hours of Labor		
	Units	Rates 1913	Rates 1911	Overtime (hour)	Sundays and holi- days (hour)	Day	Week	No. of mos. Saturday half holiday in effect
<b>ENGINEERS, LOCOMOTIVE—</b>								
Continued.								
Sanborn—	day	5.00	4.85			10½		
Sioux City—	day	4.00				10		
Waterloo—		5.20						
Passenger	100	4.15				10		
Freight	miles	4.40						
Local	100	4.65				10		
Helpers	miles	5.15						
	100	4.90						
	miles	5.15						
	100	4.25						
	miles	5.00				10		
<b>ENGINEERS, STEAM AND OPERATING—</b>								
Cedar Rapids	hour	.50	.45		double	9	54	
Des Moines—								
Concrete mixers	hour	.40	.40	1½	double	9	54	
Cage	hour	.45	.45	1½	double	9	54	
Derrick operators	hour	.50	.50	1½	double	9	54	
<b>FIREMEN AND ENGINEMEN, LOCOMOTIVE—</b>								
Cedar Rapids	100	2.40		pro rata				
Centerville—	miles	4.00						
Switch firemen	day	2.40				10		
Local firemen	day	3.65				10		
Passenger firemen	day	2.65				10		
Through freight firemen	day	3.15				10		
Des Moines	100	2.80	2.80			5 to		
	miles	3.75	3.75			16		
	day	3.10	3.10			16		
Dubuque	day	4.00	4.00					
Eldon	100	3.60						
	miles	3.75						
*No regular hours.								
Estherville—								
Passenger firemen	100	2.65						
Through freight firemen	miles	3.55						
Local freight firemen	100	2.85						
	miles	4.00						
	100	2.95						
	miles	4.00				10		
Sanborn	day	3.18	2.95			10		
Sioux City—								
Passenger firemen	day	2.65				10		
Freight firemen	day	3.05				10		
Helpers	day	2.85				10		
Passenger enginemen	day	3.30				10		
Way freight enginemen	day	2.85				10		
	100	4.20				10		
Switching enginemen	miles	4.50				10		
	100	4.60				10		
Enginemen helpers	miles	5.20				10		
	100	4.25				10		
	miles	4.50						
	100	4.40				12		
	miles	4.70						



TABLE IV.—UNION SCALE OF WAGES, ETC.—CONTINUED.

Occupations and Municipalities	Rates of Wages					Hours of Labor		
	Units	Rates 1913	Rates 1911	Overtime (hour)	Sundays and holidays (hour)	Day	Week	No. of mos. Saturday half holiday in effect
<b>GARMENT WORKERS—</b>								
Clinton	a.	a.	a.	1½	double	8	45	12
Oskaloosa	a.	a.	a.			8½	48	12
<b>GLASS WORKERS—</b>								
Davenport—								
Bevelers	week	\$ 14.00	\$ 14.00	1½	1½	9	53	4
Art glass cutters	week	14.00	14.00	1½	1½	9	53	4
<b>HORSESHOERS—</b>								
Cedar Rapids	day	{ 3.25	3.00	1½		9	54	
Davenport—		{ 3.50	3.50					
Floorman	day	3.00	3.00			9	53	
Firemen	day	3.50	3.50			9	53	
<b>HOD CARRIERS AND BUILDING LABORERS—</b>								
Cedar Rapids—								
Laborers	day	2.50	2.25	1½	double	8	48	
Hod carriers	day	2.75	2.75	1½	double	8	44	
Dubuque—								
Plaster tenders	hour	.60	.40	1½	double	8	48	
Bricklayer tenders	hour	.37½	.37½	1½	double	8	48	
Waterloo—								
Plaster tenders	day	3.00				8	48	
<b>HOTEL AND RESTAURANT EMPLOYEES AND BARTENDERS—</b>								
Boone—								
Bartender	week	15.00	12.50			8	48	
Des Moines—								
Bartenders	week	15.00	15.00			9½	54	
Dubuque—								
Bartenders	week	13.00	13.00			11	66	
Keokuk—								
Bartenders	week	15.00	12.00	1½		10½	62	
<b>LATHERS—</b>								
Cedar Rapids	hour	.62½	.50	double	double	8	48	
Sioux City	day	4.50	3.50	1½	double	8	48	
Waterloo	hour	.50	.50	double	double	8	48	
<b>LEATHER WORKERS—</b>								
Davenport—								
Machine operators	day	{ 2.50	2.50			8	48	3
		{ 3.00	3.00					
Harness makers	day	{ 2.25	2.25					
		{ 3.25	3.25					
Sewing machine operators	week	20.00				8	48	3
Harness makers	week	{ 15.00				10	60	3
		{ 16.50				10	60	3
Sioux City—								
Harness makers	hour	.30	.27½			9½	58½	
Cutters	hour	.50	.27½			9½	58½	
Machine operators	hour	.30	.27½			9½	58½	
Waterloo—								
Harness cutters	day	3.00	3.00	1½		9½	56½	3
Machine operators	day	3.00	3.00	1½		9½	56½	3
Beck hands	day	{ 2.50	2.50			9½	56½	3
		{ 3.00	3.00	1½		9½	56½	3

a.—Piece work.

TABLE IV.—UNION SCALE OF WAGES, ETC.—CONTINUED.

Occupations and Municipalities	Rates of Wages					Hours of Labor		
	Units	Rates 1913	Rates 1911	Overtime (hour)	Sundays and holidays (hour)	Day	Week	No. of mos. Saturday half holiday in effect
<b>LETTER CARRIERS—</b>								
Anamosa	year	{ \$ 800	\$ 800	.30 hr.		8	48	
		{ 1,000	1,000					
Atlantic	year	{ 800	800	.40 hr.		8	48	
		{ 1,100	1,100					
Carroll	year	{ 800	600	.30		8	48	
		{ 1,100	850					
Council Bluffs	year	{ 800	600			8	48	
		{ 1,200	1,200					
Davenport	year	{ 800	600			8	48	
		{ 1,200	1,200					
Sub carriers	hour	.30				8	48	
		.40				8	48	
Des Moines	year	{ 800	800			8	48	
		{ 1,200	1,200					
Fairfield	year	{ 1,100	1,100			8	48	
		{ 800	600			8	48	
Hampton	year	{ 1,200	1,200			8	48	
		{ 800	800			8	48	
Keokuk	year	{ 1,200	1,200			8	48	
		{ 1,000	1,000			8	48	
Marion	year	{ 600	600			8	48	
		{ 1,200	1,200			8	48	
Mason City	year	{ 800	800			8	48	
		{ 1,100	1,100			8	48	
Sub-carriers	hour	.30	.30			8	48	
Oskaloosa	year	{ 1,100	1,100			8	48	
		{ 1,100	1,100			8	48	
Red Oak	year	{ 1,200	1,200			8	48	
		{ 800				8	48	
Waterloo	year	{ 1,200				8	48	
<b>MACHINISTS—</b>								
Belle Plaine—								
Machinists helpers	hour	.18½	.17½	1½	1½	8	48	
Boone	hour	.41	.39½	1½	1½	8	48	
Cedar Rapids—								
Machinists	hour	.41	.41	1½	1½	9	53	
Spring men	hour	.29	.27	1½	1½	8	47	
Second spring men	hour	.23	.22	1½	1½	8	47	
Packers	hour	.22½	.22	1½	1½	8	47	
Engine truck men	hour	.23	.22½	1½	1½	8	47	
Engine inspector	hour	.26	.25			11½	70	
Tool room man	hour	.19	.18			11½	70	
Centerville	hour	.41	.39½	1½	1½	9	54	
Clinton	hour	.41	.39½	1½	1½	9	54	
Davenport	hour	{ .32½				9	54	
		{ .41				9	53	5
Dubuque	hour	.41	.39½	1½	1½	9	53	
Machinists helpers	hour	.19	.18½	1½	1½	8	48	
Manly	hour	.41	.39	1½	1½	9	53	
Marshalltown	hour	.41½	.39½	1½	1½	9	54	
Truck men	hour	.32	.29½	1½	1½	9	54	
Axle lathe	hour	.32	.30	1½	1½	8	48	
Wheel borer	hour	.27	.25	1½	1½	8	48	
Missouri Valley—								
Machinists	hour	.41	.39½	1½	1½	9	45	
Helpers	hour	.18	.17	1½	1½	9	45	
Specialists and drill press men	hour	{ .20	.18			9	45	
		{ .22	.20	1½	1½	9	45	



TABLE IV.—UNION SCALE OF WAGES, ETC.—CONTINUED.

Occupations and Municipalities	Rates of Wagg's					Hours of Labor		
	Units	Rates 1913	Rates 1911	Overtime (hour)	Sundays and holidays (hour)	Day	Week	No. of mos. Saturday half holiday in effect
MACHINISTS—Continued.								
Sioux City—								
Machinists	hour	.43	.42	1½	1½	8	45½	12
Waterloo	hour	.25				10	60	
		.40						
METAL WORKERS, SHEET—								
Cedar Rapids	day	3.50	3.00	1½	double	8	48	
Davenport	hour	.40	.39½	1½	double	8	48	
Keokuk	hour	.35		1½	double	9	54	
		.30				9	53	
Marshalltown	hour	.45						
Sioux City	hour	.45	.42½	1½	double	9	53	
Waterloo	hour	.35		1½	1½	9	54	
MINE WORKERS—								
Bear Creek	ton	1.05	.95			8	45	12
Centerville—								
Miners	ton	1.15	1.10			8	48	6
Track layers	day	2.84	2.72			8	48	6
Mule driver	day	2.70	2.56			8	48	6
Inside laborer	day	2.62	2.49			8	48	6
Top laborer	day	2.12	2.02			8	48	6
Colfax—								
Drivers	day	2.84	2.70			8	48	12
Timberman	day	2.84	2.70			8	48	12
Track layers	day	2.84	2.70			8	48	12
Motormen	day	2.00				8	48	12
Top man	day	2.12	2.01			8	48	12
Shot examiner	day	3.75	3.50			8	48	12
Helpers	day	2.62	2.49			8	48	12
Cricket	hour	.35	.33½			8	48	
Enterprise—								
Miners	ton	1.10	1.05	ser. lump		9½	56	12
Miners	ton	.76	.73½	mine run		9½	53	12
Inside laborer	day	2.84	2.70			9½	56	12
Boys, coupler	day	1.68	1.60			9½	56	12
Boys, trapper	day	1.25	1.19			9½	56	12
Exline—								
Miners	ton	1.15	1.10			8	48	
Chunkers	day	2.12				8	48	
Drivers	day	2.72				8	48	
Engineers	day	2.65				9	54	
Harvey—								
Day work	hour	.85½	.85½			8	48	
Miners	ton	1.05	1.05			8	48	
High bridge—								
Diggers	ton	1.10	1.05			8	48	
Day men	day	2.69	2.59			8	48	
Drivers and timbermen	day	2.84	2.70			8	48	
Top men	day	2.12	2.02			8	48	
Hiteman—								
Miner	ton	1.15		ser. lump		8	48	12
Lucas	day	2.00				8	48	12
Maple—								
Miner	ton	.96				8		
		1.15						
Track layer	day	2.84				8	45	12
Driver	day	2.72				8	45	12
Cager	day	2.72				8	45	12
Boy couplers	day	1.68				8	45	12
Others and trappers	day	1.25				8	45	12

TABLE IV.—UNION SCALE OF WAGES, ETC.—CONTINUED.

Occupations and Municipalities	Rates of Wages					Hours of Labor		
	Units	Rates 1913	Rates 1911	Overtime (hour)	Sundays and holidays (hour)	Day	Week	No. of mos. Saturday half holiday in effect
MINE WORKERS—Continued								
Seymour—								
Pumpers and trackmen	day	2.84	2.72			8	45	6
Miners at face	ton	1.15	1.10			8	45	6
Drivers	day	2.82	2.56			8	45	6
Top men	day	2.12	2.02			8	45	6
Engineer	hour	.29½				10	63	6
Streepville—								
Miner	ton	1.15	1.10			8	48	
Driver	day	2.62	2.48			8	48	
Top man	day	2.14	2.01			8	48	
Head track layer	day	2.84	2.68			8	48	
MOLDERS—								
Burlington—								
Molders	day	3.25	3.00	1½	double	9	54	
		3.50	3.25					
Core makers	day	3.25	3.00	1½	double	9	54	
		3.50	3.25					
Cedar Rapids	day	3.50	3.25	1½	double	9	54	
Des Moines—								
Molders	day	3.35	3.15	1½	double	9	54	
Coremakers	day	3.35	3.15	1½	double	9	54	
Marshalltown—								
Molders	a	a	a			9	54	
Core makers	day	3.50	3.25			9	54	
Waterloo	day	3.50	3.25	1½	double	9	54	
MUSICIANS—								
Cedar Rapids—								
Dances	hour	1.00						
Vaudeville theatre	week	18.00						
Picture theatre	week	15.00						
Hotels	week	a 10.50						
Centerville	day	3.00	3.00	1½		8	48	
Dubuque—								
Moving picture theatre	week	12.00						
Holiday nights	hour	5.00						
Afternoon dances	hour	1.00						
Brass band—skating rink	2½ hrs.	2.00						
Fort Madison	hour	.50		1½		8		
Mason City	hour	1.00						
PAINTERS, DECORATORS AND PAPERHANGERS—								
Cedar Rapids	day	3.60	3.20	1½	1½	8	48	
Clinton—								
Painters	hour	.32½	.30	1½	double	9	54	
Paperhangers	hour	.35½	.32½	1½	double	9	54	
Dubuque—								
Painters	hour	.25½	.24½	1½	1½	8	47	3
Painting and papering	hour	.37½	.37½	1½	double	8	48	
Finishers	day	2.35		1½	double	9	54	
Fort Dodge	hour	.35	.30	1½	double	10	60	
Fort Madison—								
Painters	hour	.33½	.25	1½	1½	9	54	
Paper hangers	hour	.35	.25	1½	1½	9	54	
Paper hangers	roll	.17½	.13½	1½	1½	9	54	
Grinnell	hour	.40	.35	1½	1½	9	54	
Ottumwa	hour	.45	.30	1½	1½	9	54	

a Not to exceed 2 hours a day.  
a Piece work.



TABLE IV.—UNION SCALE OF WAGES, ETC.—CONTINUED.

Occupations and Municipalities	Rates of Wages					Hours of Labor		
	Units	Rates 1913	Rates 1911	Overtime (hour)	Sundays and holidays (hour)	Day	Week	No. of mos. Saturday half holiday in effect
PAINTERS, ETC.—Con								
Waterloo—								
Painters	hour	.45	.40	1½	double	8	48	---
Paper hangers	hour	.45	.40	1½	double	8	48	---
PHOTO-ENGRAVERS—								
Des Moines	week	21.00	21.00	1½	double	8	48	---
PLASTERERS—								
Cedar Rapids	day	5.00	4.00	double	-----	8	44	12
Centerville	day	5.00	4.00	1½	-----	8	44	12
Clinton	hour	.62½	-----	1½	1½	8	48	---
Fort Dodge	hour	.70	.50	1½	1½	9	52	9
Keokuk	hour	.50	.35	double	double	8	48	---
Sioux City	day	6.00	5.00	double	double	8	48	---
Waterloo—								
Plasterers	hour	.70	.62½	1½	1½	8	48	---
Plasterer foreman	hour	.70½	.68½	1½	1½	8	48	---
PLUMBERS AND STEAM-FITTERS—								
Boone—								
Plumbers	day	4.00	3.00	1½	double	8	48	---
Steamfitters	day	4.00	3.50	1½	double	8	48	---
Steamfitter helpers	day	2.00	2.00	1½	double	8	48	---
Burlington	day	4.00	3.50	1½	double	8	44	4
Cedar Rapids—								
Plumbers	day	4.50	4.50	1½	double	8	48	---
Steam fitters	day	4.50	4.50	1½	double	8	48	---
Council Bluffs	hour	.68½	.68½	1½	double	8	44	12
Davenport—								
Plumbers	day	4.50	4.00	1½	double	8	48	---
Steamfitters	day	4.50	3.50	1½	double	8	48	---
Des Moines	hour	.62½	.59½	1½	double	8	44	12
Iowa City	day	4.50	4.00	1½	double	8	44	12
Marshalltown	hour	.50	.50	1½	1½	8	48	---
Mason City	day	4.50	4.00	1½	double	8	48	---
Waterloo	day	4.75	4.50	1½	1½	8	48	---
PRINTING PRESSMEN—								
Burlington—								
Pressmen	week	17.00	-----	-----	-----	8½	48	9, 12
Web pressmen	week	20.00	-----	-----	-----	8½	48	9, 12
Assistant pressman	week	12.00	-----	-----	-----	8½	48	9, 12
Cedar Rapids—								
Pressmen	week	18.00	16.00	1½	double	8	48	---
Feeders	week	13.50	12.00	1½	double	8	48	---
Des Moines—								
Day—								
Job assistant	week	16.00	15.00	1½	double	8	48	3
Newspaper assistant	week	14.50	13.50	1½	double	8	48	3
Night—								
Job assistant	week	17.00	16.50	1½	double	8	48	3
Newspaper assistant	week	15.95	14.85	1½	double	8	48	3
Pressmen	week	20.00	18.00	1½	double	8	48	4
Pressmen in charge	week	20.00	18.00	-----	-----	-----	-----	-----
Keokuk—								
Web pressmen	week	20.00	18.00	-----	-----	-----	-----	-----
Pressmen (flat bed)	week	16.00	15.00	1½	1½	8½	48	12
Assistant pressmen	week	10.00	10.00	1½	1½	8½	48	12
Platen pressmen	week	13.00	13.00	1½	1½	8½	48	12
Sioux City	week	{ 17.00	{ 14.00	1½	1½	8½	48	12
		{ 27.00	{ 25.00	1½	double	8½	48	12

TABLE IV.—UNION SCALE OF WAGES, ETC.—CONTINUED.

Occupations and Municipalities	Rates of Wages					Hours of Labor		
	Units	Rates 1913	Rates 1911	Overtime (hour)	Sundays and holidays (hour)	Day	Week	No. of mos. Saturday half holiday in effect
PRINTING PRESSMEN—Con.								
Waterloo—								
Cylinder pressmen	week	18.00		1½	double	8	48	
Web pressmen	week	20.00		1½	double	8	48	
Platen pressmen	week	15.00		1½	double	8	48	
Cylinder feeders	week	18.00		1½	double	8	48	
Web assistant	week	15.00		1½	double	8	48	
Auto. feeder tender	week	15.00		1½	double	8	48	
RAILWAY EMPLOYEES, STREET AND ELECTRIC—								
Boone—								
Motormen and conductors	hour	.20	.17			10	73	
		.21	.19					
		.23½	.21					
Barnmen	hour	.22½	.19½					
		.23½	.21½			10	70	
		.26	.23½					
Cedar Rapids—								
Motormen and conductors	hour	.19				10	70	
		a .28	b					
Davenport—								
Street railway employees	hour	.23	.21	.30		10	70	
		.28	.26	.35				
Barn men	hour	.22	.20			9	63	
		.26	.24			10	70	
Track greasers	hour	.22½	.20					
Des Moines—								
Trainmen	hour	.23	.21	a		10	60	
		.24	.22					
		.28	.23					
			.26					
Shop repairers	day	2.00	1.85	1½	1½	9	54	
		2.16	2.00					
		2.43	2.25					
Foremen	month	64.80	60.00	1½		9½	56	
Barn men	day	2.00	1.85			10	70	
		2.16	2.00					
		2.43	2.25			12	84	
Line drivers	day	2.43	2.25					
Muscatine—								
Motormen	hour	.20	.20			11	76	
Conductors	hour	.18	.18			11	76	
		.18						
Oskaloosa	hour	.23				8½	58½	
Ottumwa	hour	.20½						
		.27½				9½	67½	
STAGE EMPLOYEES—								
Des Moines—								
Carpenters	week	20.00		.40 hr.		8	50	
Propertyman	week	18.00		.40 hr.		8	50	
Electrician	week	18.00		.40 hr.		8	50	
Flyman	week	15.00		.40 hr.		8	50	
Grips	week	15.00		.40 hr.		8	50	
Lamp operators	*	1.00		.40 hr.		8	50	
Ottumwa—								
Machine operators	week	15.00	15.00	.50 hr.	double	7½	47½	

a. 1913—Full rate per hour after 20 minutes with additional 7c per hour.

b. 1911—Regular rates per hour.

a. 3c additional per hour overtime.

\*Performance.



TABLE IV.—UNION SCALE OF WAGES, ETC.—CONTINUED.

Occupations and Municipalities	Units	Rates of Wages				Hours of Labor		
		Rates 1913	Rates 1911	Overtime (hour)	Sundays and holi- days (hour)	Day	Week	No. of mos. Saturday half holiday in effect
<b>S</b>								
Sioux City—								
Stage carpenter	week	21.00						
Property man	week	18.00						
Waterloo—								
Road carpenter	week	40.00	40.00	.25 hr.	.25 hr.			
Traveling electrician	week	35.00	35.00	.25 hr.	.25 hr.			
Property man	week	40.00	40.00	.25 hr.	.25 hr.			
Grips	*	1.00	.75	.25 hr.	.25 hr.			
Stage operators	*	1.25	1.00	.25 hr.	.25 hr.			
Flymen	*	1.00	1.00	.25 hr.	.25 hr.			
*Performance.								
<b>STEREOTYPERS, ELECTRO- TYPERS—</b>								
Des Moines—								
Stereotypers	day	3.50	3.25	1½	1½	8	48	
Foremen	week	25.00	25.00	1½	1½	8	48	
Finishers	week	21.00	21.00	1½	double	8	48	12
Moulders	week	21.00	21.00	1½	double	8	48	12
Helpers	week	15.00	15.00	1½	double	8	48	12
Binders	week	15.00	15.00	1½	double	8	48	12
Sioux City—								
Stereotypers	week	20.00	18.00	1½	double	8	48	
Foremen	week	22.00	20.00					
<b>STOVE MOUNTERS—</b>								
Marshalltown—	hour	.35	.35	1½	1½	9	50	12
<b>SWITCHMEN—</b>								
Cedar Rapids—								
Day switchmen helper	hour	.35	.35	*		10	70	
Day switchmen foreman	hour	.38	.38	†		10	70	
Night switchmen helper	hour	.37	.37	†		10	70	
Night switchman foreman	hour	.40	.40	†		10	70	
Muscatine—								
Day switchmen	hour	.33	.33				70	
		.36	.36					
Day foremen	day	3.60	3.60				70	
Day helper	day	3.30	3.30				70	
Night switchmen	hour	.35	.35				60	
		.38	.38					
Night foremen	night	3.80	3.80				60	
Night helper	night	3.50	3.50				60	
Marshalltown—								
Day switchmen	hour	.34	.34			12	84	
Day foremen	hour	.36	.36			12	84	
Night switchmen	hour	.36	.36			12	84	
Night foremen	hour	.39	.39			12	84	
Oelwein—								
Switchmen foremen	hour	.38	.38			11	77	
Switchmen helpers	hour	.35	.35			11	77	
Ottumwa—								
Day switchmen	hour	.33				10	70	
		.35						
Night switchmen	hour	.35				10	70	
		.37						
Waterloo—	hour	.32	.31			10	70	

\*After 8 hours.

†After 31 minutes.

TABLE IV.—UNION SCALE OF WAGES, ETC.—CONTINUED.

Occupations and Municipalities	Units	Rates of Wages				Hours of Labor		
		Rates 1913	Rates 1911	Overtime (hour)	Sundays and holi- days (hour)	Day	Week	No. of mos. Saturday half holiday in effect
<b>TAILORS—</b>								
Ft. Madison	hour	.25	.20	.30		10	63	
Sioux City	a	a	a					
Waterloo	week	18.00	18.00	.50		10	60	
<b>TEAMSTERS—</b>								
Cedar Rapids	hour	.60		1½	1½	9	54	
Des Moines	day	4.50	4.00	1½	double	9	54	
Dubuque—drivers	week	13.50	13.00		1½	10	60	
Muscatine—drivers	day	4.00	4.00	1½	1½	9	54	
<b>TRAINMEN AND YARDMEN—</b>								
Boone—								
Freight brakemen	month	72.36						
	per 100 miles	2.78						
Passenger brakemen	month	82.50						
Cherokee	per 100 miles	2.78	2.78					
Clarion	month	68.75						
		77.99				10	70	
Creston	day	2.78	2.78			10	70	
Des Moines—								
Baggagemen	month	76.01						
Brakemen	month	68.75				10	70	
Yardmen—								
Day foremen	hour	.38						
Day helpers	hour	.35						
Night foremen	hour	.40						
Night helpers	hour	.37						
Eldon—								
Brakemen, through freight	per 100 miles	2.78				10	70	
Brakemen, local	per 100 miles	2.21						
Fort Dodge—								
Brakemen, local	month	83.24		.32	.32	10	70	
Brakemen, through freight	per 100 miles	2.78	.278	.278				
Fort Madison—								
Brakemen, passenger	month	81.07				10	70	
Brakemen, freight	per 100 miles	2.78						
Mason City—								
Freight brakeman	hour	.27				10	70	
Day brakeman	hour	.35						
Night brakeman	hour	.37				10	70	
Ottumwa—								
Brakeman	per 100 miles	2.783				10	70	
Day foreman	hour	.34						
Night foreman	hour	.36						
Day helper	hour	.31						
Night helper	hour	.33						
Perry	per 100 miles	2.78	2.78					
Sioux City	per 100 miles	2.78						

a Piece work.



TABLE IV.—UNION SCALE OF WAGES, ETC.—CONTINUED.

Occupations and Municipalities	Rates of Wages					Hours of Labor		
	Units	Rates 1913	Rates 1911	Overtime (hour)	Sundays and holidays (hour)	Day	Week	No. of mos. Saturday half holiday in effect
<b>TRAINMEN, ETC.—Continued.</b>								
Waterloo—								
Through baggagemen	month	\$76.61				10	70	
Thru brakemen and flagmen	month	\$88.33						
		\$88.33						
Local baggagemen	month	\$77.99						
		\$77.99						
Local brakemen and flagmen	month	\$79.61						
		\$88.33						
		\$65.67						
		\$68.75						
		\$77.99						
<b>TYPOGRAPHERS—</b>								
Cedar Rapids—								
Compositors (hand)	week	18.00	17.00	1½	1½	8	48	
Machine operators (day)	week	19.00	18.00	1½	1½	8	48	
Machine operators (night)	week	21.00	20.00	1½	1½	8	48	
Council Bluffs—								
Newspaper men (day)	day	3.75	3.75	1½		8	48	
Newspaper men (night)	night	4.25	4.25	1½		8	48	
Job printers	week	20.00	18.00	1½	double	8	48	
Davenport—								
Typesetting machine—								
Book and job	week	21.00	19.00	1½	double	8	48	3
Ad. and floor	week	21.00	19.00					
Des Moines—								
Newspaper printers	day	3.75	3.75	1½		8	48	
Newspaper printers	night	4.25	4.25	1½		8	48	
Job printers	day	5.33	5.00	1½	1½	8	48	
Dubuque—								
Hand compositors (day)	week	19.00	19.00	1½	1½	8	48	
Hand compositors (night)	week	21.00	21.00	1½	1½	8	48	
Machine operators (day)	week	20.00	20.00	1½	1½	8	48	
Machine operators (night)	week	22.00	22.00	1½	1½	8	48	
Foreman	week	21.00	21.00	1½	1½	8	48	
Fort Dodge—								
Hand compositor	week	15.00	16.00	1½	1½	8	48	
Machine operator	week	18.20	17.00	1½	1½	8	48	
Iowa City—								
Linotypers	week	18.00	18.00			8	44	
Job printers	week	17.00	15.00			8	48	
Foremen	week	18.00	17.00			8	48	
Adv. men	week	17.00	16.00			8	48	
Keokuk—								
Ad. men	week	18.00	17.00	1½	1½	8	44	12
Job men	week	18.00	17.00	1½	1½	8	44	12
Linotype operators	week	18.00	17.00	1½	1½	8	44	12
Machine men	week	20.00	19.00	1½	1½	8	44	12
Marshfield—								
Linotype operators	week	16.00	16.00	1½	double	8	48	
Compositors	week	15.00	14.00	1½	double	8	48	
Mason City—								
Foremen	week	18.00	18.00	1½	1½	8	48	12
Operators	week	18.00	18.00	1½	1½	8	48	12
Muscatine—								
Printers	week	17.00	15.00	1½	1½	8	48	
Sioux City—								
Newspaper men (day)	week	23.00	21.00	1½		8	48	
Newspaper men (night)	week	26.00	24.00	1½		8	48	
Job printers	week	20.00	18.00	1½	double	8	48	

Machine men \$1.00 extra for each machine in his case.

TABLE IV.—UNION SCALE OF WAGES, ETC.—CONTINUED.

Occupations and Municipalities	Rates of Wages					Hours of Labor		
	Units	Rates 1913	Rates 1911	Overtime (hour)	Sundays and holidays (hour)	Day	Week	No. of mos. Saturday half holiday in effect
<b>TYPOGRAPHERS—Continued.</b>								
Waterloo—								
Job ad. floor men (day) and machine operators	week	18.00	15.00	1½	1½	8	48	5
Job ad. floor men and machine operators (night)	week	21.00	21.00	1½	1½	8	48	5
Foremen (day)	week	21.00	21.00	1½	1½	8	48	5
Foremen (night)	week	26.00	24.00	1½	1½	8	48	5
Machine operators (day)	week	21.00	21.00	1½	1½	8	48	5
Machine operators (night)	week	24.00	24.00	1½	1½	8	48	5
<b>FEDERAL LABOR UNIONS AFFILIATED WITH A. F. of L.</b>								
Fort Dodge—								
Breaker and loaders	ton	.15				8	48	
Day laborers	hour	.40				8	48	
Electric drill operators, hand drillers, motormen, head timber men, head track men, cagers, machine helpers, trip riders, track helpers, timber helpers, mule drivers, bratties men, pumper, rollers, weighmen, and shift bottom men	hour	.35				8	48	
Roustabout top men	hour	.30	.50			8	48	

a Gypsum workers.



## LABOR LEGISLATION URGED.

Below is given a concise summary from reports of unions, of legislation needed:

**BARBERS.**

Of 8 barbers' locals reporting, 6 desire a barbers' license law providing for examination of barbers and compelling sanitary shops; 1 local wants a more rigid Sunday closing law, and 1 asks for the control of the liquor question.

**BLACKSMITHS.**

One blacksmith local urges an eight hour law, a sanitary law to eliminate smoke gases and acid fumes from factories and workshops, and free text books for children.

**BOILERMAKERS.**

Two organizations urge a boiler inspection law, and one the abolition of the long stroke hammer.

**BRICKLAYERS.**

Four organizations urge building inspection of some form, and proper safeguarding of scaffolding, and one, state accident insurance.

**BUTCHER WORKMEN.**

The only organization reporting urges a law compelling all meat markets to close on Sunday.

**RAILWAY CARMEN.**

Of 6 locals urging legislation 1 urges an adequate compensation law; 1 a raising of freight rates; 1 a semi-monthly pay day; 1 a compulsory hiring of American labor where possible; 1 compulsory arbitration; and 1 urges remedial school legislation including commission plan and terminal courses for children of wage-earners compelled to leave school, restricting immigration of criminals and those of low mentality, strengthening of child labor laws, a jail sentence for trust officials, and a complete revision of tax laws more equitable to owner of the small home.

**CARPENTERS.**

Thirteen carpenters' locals urge one or more matters for remedial legislation; 4 urge an eight hour law, and 2 an eight hour law for state and municipal work, and 1 limiting hours of work and for Saturday half holiday; 2 building inspection laws; 1 boiler inspection and inspection of railroad mechanical rolling stock; 1 a minimum wage law for women and children; 1 that all municipal work be done by day labor; 1 to prohibit contract convict labor; 1 that all prison goods be labelled; 1 free text books; 1 old age pension law; 1 notice of strike be given in advertising for employees; 1 free employment bureau for Davenport; 1 arbitration labor disputes; 2 to limit issue of injunctions in labor disputes; 1 to prohibit aliens owning property, and 1 to change laws of taxation making them more equitable to the poor man.

**CEMENT WORKERS.**

One, to standardize specifications for all cement work.

**CLERKS, POSTAL.**

The enactment of the Lewis Bill by Congress raising maximum salary of postal clerks to \$1,400, and the Palmer Bill which makes six hours of night work equivalent to eight hours of day work.

**CLERKS, RETAIL.**

Three unions reported. All urged minimum wage law for women; 2 want compulsory arbitration; the other needs reported are, 1 free text books, 1 to abolish contract convict labor, 1 an eight hour day, 1 a tax on mail order houses and 1 a sixty hour week with a 6:00 P. M. closing every day.

**CIGAR MAKERS.**

Five locals designated desired legislation. Among laws urged were, 1 exclusion of Porto Rican cigars, 1 high license on cigarettes, and prohibiting the giving of cigarette papers with smoking tobaccos; 1 local option for saloons; 1 to prohibit convicts working in city doing tradesmen's work; 1 to prohibit women working in tobacco trades; 1 minimum wage of not less than \$9 per week for women; 1 an eight hour day and enforcement of child labor laws.

**RAILWAY CONDUCTORS.**

Out of 6 organizations designating legislation, 5 urge limitation of length of freight trains; 3 urge shortening present sixteen hour limit of work day, 2 favoring twelve hours and the other eight hours; 2 urge flagman or brakeman to relieve conductor in taking care of passengers so he may have more time to take care of train orders.

**COOPERS.**

One local urges an eight hour day.

**ELECTRICAL WORKERS.**

Six unions urge inspection of all electrical work, inside and outside, and the establishment of strict regulations for all work done; 1 union urges a law giving wage-earners an equitable basis with men employing help.

**LOCOMOTIVE ENGINEERS.**

Ten divisions request legislation; 7 request a shorter hour work day; 3 a car limit law; 1 more rigid boiler inspection; 1 a semi-monthly pay law; 1 a public utility commission; 1 safer methods of train operation, better road beds, more comfortable condition of locomotive cabs; 1 compulsory arbitration.

**LOCOMOTIVE FIREMEN AND ENGINEMEN.**

Thirteen lodges urge as follows: 6 urge an eight hour work day; 5 a car limit law; 4 a semi-monthly pay; 2 a full crew law; 2 automatic bell ringers; and 1 lodge of each of the following: relief from



stack hoods; boiler inspection to include entire locomotive; pneumatic locomotive furnace door; track and bridge inspection; an eight hour day in switching service; sanitary wash rooms at all terminals; standard form of rope for all water spouts; engines to be equipped with proper gee boxes; power head lights for yard service; two firemen on large engines, and requiring  $3\frac{1}{2}$  years experience as firemen or engineer or otherwise in accordance with promotion effective on that railway to qualify for engineer.

#### GLASS WORKER.

One local urges an eight hour day.

#### HORSESHOERS.

One local urges examination and licensing of all horseshoers.

#### BUILDING LABORERS.

One local—a restriction of illiterate immigrants.

#### BARTENDERS AND WAITERS.

Of the two bartenders' locals, one urges more liberal liquor legislation; the other a strict enforcement of the liquor laws and the punishing of boot-leggers, to prohibit shipping of liquors to non-license holders, to prohibit doctors and druggists from selling liquors, to abolish holiday closing and fix the hours of operation from 5 a. m. to 11 p. m. The waiters local urges an eight hour law and the establishment of one day rest in seven.

#### LEATHER WORKERS.

Two locals report. Both urge an eight hour day; 1 urges public ownership of all public utilities and a federal employment bureau; the other the employment of convicts in competition with free labor.

#### LETTER CARRIERS.

Eight organizations report. Four urge a law providing for retirement of superannuated employees; 1 includes state employees; and 1 each of the following laws are urged: a stricter eight hour law; universal equal suffrage; old age pensions for government employees; increase of salaries; amendment to present liability law; take appointment of postmaster out of politics and promote for merit from service; quit tinkering with civil service, and make it possible for all to be advanced to highest pay instead of 75%.

#### MACHINISTS.

Eleven organizations reported. Seven urged semi-monthly pay day; 3 a universal eight hour day, and one request was made for each of the following measures: compulsory arbitration; minimum wage of not less than fifty cents an hour; better sanitary and child labor laws; prohibit immigration for ten years; products not to be held in storage over sixty days; license saloons by vote instead of petition; government ownership of public utilities; abolish contract convict

labor; stricter inspection and condemnation of locomotives; tax road making against abutting farms same as sidewalks are now taxed; quit rate cutting.

#### SHEET METAL WORKERS.

One local urges remedial school legislation, changing present system to the end of more practical results, suggests commission plan, terminal courses for children forced to leave school; restrict immigration to keep out the criminal and low type of mentality; more equitable taxation laws; strengthen child labor laws; provide jail sentences for trust officials. One local urges universal eight hour law.

#### MINE WORKERS.

Eight locals report, of which two urge a weekly pay day, other needs reported are as follows; each need urged by one local: Collective ownership; sick and accident compensation law; old age pensions; better ventilation for mines; better safety appliances around shafts; escape shafts not more than 2,500 feet from face of inside workings; miners bath and wash house; to prevent importation of strike breakers; better sanitation laws for miners' camps to be under the supervision of State Board of Health; better schools for mining villages; better houses and more accommodations for renters. To weigh coal before screening; mine run basis.

#### MOLDERS.

Three locals reported, of whom two urge a universal eight hour law; two better laws on sanitation and ventilation; one better foundry inspection laws and one bath rooms for foundry workers.

#### MUSICIANS.

Two locals report, both urge laws to prohibit army and navy bands and orchestras coming in competition with civilian bands.

#### PAINTERS, DECORATORS AND PAPER HANGERS.

Three locals reporting, one urges better laws concerning sanitation and ventilation of railway coaches, especially smoking cars; one Saturday half holiday and one requiring the removal of all wall covering before reletting of houses in which contagious diseases existed, also law requiring paint material to meet certain requirements of wear, and a compensation law covering occupational diseases.

#### PHOTO ENGRAVERS.

One local, urging proper ventilation for removal of nitrous oxide potassium cyanide fumes.

#### PLASTERERS.

Three locals reporting, of whom two urge a law regulating plastering similar to those of New York and Pennsylvania, and one urges the condemning of concrete skyscrapers.



**PLUMBERS AND STEAMFITTERS.**

Five locals report, of whom four urge law providing for examination of plumbers and steamfitters and inspection of installation of plumbing, radiators and power and ammonia works, the raising of the efficiency of workmen of these industries with a view of protecting the safety of the people; one urges the shortening of the hours of female and child labor.

**PRINTING PRESSMEN.**

Three locals reporting, of whom two urge better sanitary law for printing offices; with abolition of roller towels; a universal eight hour day, and one a Saturday half holiday.

**STREET RAILWAY EMPLOYEES.**

Six locals report, all urge air brakes for all street cars; four urge enclosing and heating vestibules, both front and rear, during the winter months; two urge the abolition of side running boards of cars; two want two competent men on each car; two toilet facilities on each end of all lines; one stools for both motorman and conductor and one better head lights.

**STEREOTYPERS.**

One local urges better light and sanitation for stereotype departments.

**SWITCHMEN.**

Three locals report, all urge an eight hour day; two a semi-monthly pay day; one a six day week, and one a full crew law.

**TAILORS.**

One local urges a minimum wage law.

**TEAMSTERS.**

Two locals report, both urge an eight hour law; one better sanitary condition around barns, and a wash room and place to change clothing.

**RAILROAD TRAINMEN.**

Sixteen lodges reported, of whom twelve urged a car limit, usually 50 cars, to a train; twelve a full crew law; seven a semi-monthly pay; five a limit of 12 hours per day instead of 16; one a state or national eight hour law; one eight hours in switching service and one of each of the following expressed needs: To discontinue double heading; a loan shark law; safety appliance inspection; inspection of track road beds and bridges; standardizing cars to not exceed 80,000 pounds capacity; restriction of overhead construction; compelling revenue producing trains to be equipped with 100% air brakes; prohibiting hauling of cars with so-called emergency bars in revenue trains; prohibiting the hauling of bad order cars in rear of caboose of revenue trains, and to repeal hour of service law making it compulsory to regulate by individual schedule.

**VOCATIONAL TRAINING ANALYSIS****INTRODUCTION.**

A committee, appointed in November, 1913, by the President of the Iowa State Teachers' Association, instituted an investigation of the need for Vocational Education and Vocational Guidance in Iowa. Since this is a subject of great concern to the employer, employee and labor organizations as well as the educational system of the state, an appeal was made to the Bureau of Labor for co-operation in the work. The State of Iowa recognized the close relationship between efficient labor and opportunities for training, and in section 2470, defining the duties of the Commissioner, states specifically: "He shall include in such report what progress has been made with schools now in operation for the instruction of students in the mechanic arts, and what systems have been found most practical, with the details thereof."

In compliance with authority delegated above, the Bureau of Labor has pursued such investigation, and publishes the returns tabulated and summarized.



## TABLES I AND II—TO EMPLOYERS OF LABOR.

*Analysis.* A questionnaire was sent out to 1,800 employers of labor to obtain their attitude toward vocational education and other data which might have immediate bearing on the subject such as the securing, training, and promoting of help; labor difficulties, etc. The replies were voluntary and the immediate interest in the question was shown by the return of 210 replies in less than one week from the date of sending. Four hundred twenty-two replies were received in time for tabulation.

The replies cover a range of 65 representative industries of Iowa, as follows:

1. Agricultural Implements.	34. Hosiery.
2. Automobiles.	35. Hotels.
3. Baskets.	36. Ice and Cold Storage.
4. Boots and Shoes.	37. Incubators.
5. Brass.	38. Laundries.
6. Bakery.	39. Leather Goods.
7. Brick and Tile.	40. Liquors, Malt.
8. Bridge and Iron Works.	41. Lumber.
9. Brooms.	42. Marble.
10. Butter, etc.	43. Painters.
11. Buttons.	44. Oils.
12. Canning.	45. Paper and Wood Pulp.
13. Carriages and Wagons.	46. Patent Medicine.
14. Cars, Railway.	47. Plumbing.
15. Cement.	48. Printing and Publishing.
16. Clothing.	49. Pumps.
17. Clothing, Women's.	50. Quarrying.
18. Coffee, Spices, etc.	51. Sanatorium.
19. Coffins.	52. Seeds.
20. Confectionery.	53. Slaughtering.
21. Contractors.	54. Soap.
22. Cooperage.	55. Stores.
23. Copper and Sheet Metal.	56. Sporting Goods.
24. Dairymen.	57. Stoves.
25. Electric Light, Heat & Power.	58. Telephone.
26. Electric Street Railway.	59. Tobacco.
27. Flags.	60. Vinegar.
28. Flour, Mill Products.	61. Washing Machines.
29. Food Preparations.	62. Water Works.
30. Foundry, Machine Shops.	63. Wholesale Groceries.
31. Furniture.	64. Wire Works.
32. Gas Tanks.	65. Miscellaneous.
33. Gates.	

The total number of employees in the 422 establishments was 40,134, including 33,460 males, and 6,674 females. Of these numbers 249 males and 76 females were under 16 years of age. This, however, is not complete, as many firms did not report on this item. In the industries reporting, it would indicate that employees under 16 are not an industrial asset. The total number reported in training was 915 or 2.12 per cent of the total number employed.

The wages present great irregularity. In the main this matter seems to depend on locality, degree of skill required, and the specialization of the process. In some cases the superintendent received less than the high grade skill, particularly in such industries as would indicate his work to be of a clerical nature. In the distribution of women workers, the greater numbers are found in the lesser skilled employments and comparatively few in the directive positions. Where the percentage of women employed is high, in positions where the same grade of skill is required, the wages vary from one-third to three-fourths that of the men. In only one instance was it equal.

The chances for advancement, or the future in a given occupation, may be estimated by a comparison of the wage table of lesser skill, higher skilled labor, and the salaries of superintendents and foremen. Promotion of the efficient is later shown to be a large means of recruiting the higher grades of labor.

The employers' statements in regard to the difficulty in obtaining help tabulated as follows:

## Difficulty in obtaining skilled help:

Yes	165
Yes qualified	20
No	176
No qualified	1
Not reporting	60

## Difficulty in obtaining foremen and superintendents:

Yes	155
Yes qualified	10
No	171
Doubtful	1
Not reporting	85

This table reflects trade conditions. When the labor supply is such that the employer may pick men for the jobs, there is little



difficulty. When conditions are such that a man may pick his work, there is little difficulty. The difficulties, in the main, are in the least desirable industries and arise out of the fact that the unskilled workers, having few resources within themselves, want amusement and entertainment which the city alone affords, and the discontent of the workers manifests itself in difficulty in securing help.

The supply varies according to the nature of the employment and location. It also varies in the same industry, in the same locality, showing that the individual differences in the superintendent, foremen, and employee alike, enter into the question of securing help. Those industries which are training their workers have the least difficulty with labor problems.

The sources of obtaining help for higher grade skill tabulated as follows:

Trained in own establishment.....	116	
From all other sources .....	220	
From schools .....	18	
From Trade Unions .....	5	
From Trade Schools .....	1	
Trained in part in own establishment.....	29	389
Not reporting .....	83	

The sources of obtaining help in medium grade skill tabulated as follows:

Trained in own establishment.....	108	
From all other sources.....	214	
From schools .....	8	
From stock-holder's family .....	1	
From Trade Union .....	2	
From Trade School .....	1	
Trained in part in own establishment.....	25	359
Not reporting .....	113	

"Other sources" include advertising and personal application, imported from industrial centers, taken from other establishments, etc. The great number of pick-ups and casual workers indicated in the "source of obtaining help" as "anywhere," "all over," "local," etc., show how largely the selection of help is a process of elimination of the unfit. The establishments which train their own men and promote them within the ranks as they show ability, do it to secure a stable corps of workers in the plant. In some establishments it is necessary to bear the cost of training for several months before the worker can do any profitable productive

work. The instability of the younger worker becomes a problem of expense. In industries where women and girls work the force is largely recruited through personal acquaintance. This table shows how small a factor the schools are in supplying help, or in other words, fitting for industrial pursuits.

The sources of obtaining office help tabulate as follows:

Trained in own establishment.....	101
From all other sources .....	142
From schools .....	75
Stock holders .....	4
From Trade Union .....	0
Trained in part in establishment.....	15
Not reporting .....	85

The sources of obtaining superintendents, foremen, etc., tabulate as follows:

Trained in establishment .....	182
From all other sources.....	95
From schools .....	11
Stock holders .....	12
Trade Unions .....	2
Trained in part in own establishment.....	9
Not reporting .....	111

The higher the skill which is demanded, the greater the dependence on the industry for training in their own establishment. These three tables show that the greatest per cent of workers furnished by the schools goes to the office end of industry, the business and directive side. This is the result of the development of vocational education in business colleges and engineering schools.

The Trade Unions and Trade Schools are a negligible factor in the supply of trained workers.

The attitude of employers of labor toward the various types of vocational schools tabulated as follows:

On the question, Would the efficiency and opportunity of employees be increased by public preparatory schools for pupils between the ages of 14 and 16, the vote stood:

Yes .....	302
Yes qualified .....	4
No .....	61
No qualified .....	1
In doubt .....	11
Not reporting .....	43



On the question, Would practical day trade schools giving one year or more to specialized training to pupils after 16 years of age, meet the problem of unskilled employees, the vote stood:

Yes .....	267
Yes, qualified .....	9
No .....	77
No qualified .....	0
In doubt .....	14
Not reporting .....	55

On the question, Would part time or evening schools help unskilled workers to advance to high grade positions, the vote stood:

Yes .....	263
Yes qualified .....	9
No .....	69
No qualified .....	0
In doubt .....	11
Not reporting .....	66

These tables show a decided demand for vocational schools of a preparatory grade for the 14 to 16 year old youth.

The employers of labor have suffered from inefficient help to such an extent that they are in favor of any form of training which will raise the standard of efficiency, although the previous table shows that their knowledge of trade schools, as far as actual experience goes, is limited.

It is evident from the employers' own statements that so far as they have analyzed their problem, aid from the public schools as they now exist is only a remote possibility.

Who voted "Yes"?

1. The broad minded employer of unskilled help who wants to see the general standard of education raised, though he would not profit directly by vocational education.
2. The man who looks upon vocational education as a means of minimizing the social problems that grow out of unskilled employment.
3. The man who regards it both as a means of increasing the self-dependence and self-respect of the individual and a means of developing character and moral responsibility which will assist in the solution of labor problems.
4. The man who sees how much his employees might have done had they received training suited to their ability, though, by this fact, he would have been deprived of their services.

5. The man who believes in vocational education as a means of establishing the dignity of labor by overcoming the prejudices which now prevail in favor of a poorly paid collar and cuff aristocracy.
6. The man who feels that a gap exists between the school and the actual demands for discipline, concentration, speed and accuracy necessary in business today.
7. The employer of skilled labor who would profit directly by the increased efficiency and greater skill of his workers.
8. The business manager who sees in the casually employed and poorly paid common laborer an economic waste which might have been prevented if he had had training suited to his capacity.

Who voted "No"?

1. The reactionary who thinks the public schools are trying to do too much already and favors a return to the "Three R's."
2. The employer of skilled labor who finds that public school training does not go far enough to be of real benefit to boys who wish to engage in his line of work.

Note: (This applies particularly to wood work.)

Who is in doubt?

1. The employer who fears the impossibility of giving practical instruction under the present school system.
2. The employer who doubts whether the boys and girls of this generation would take advantage of the opportunities offered unless they were made compulsory.



TABLE III—TO ORGANIZED LABOR.

*Analysis.* Questionnaires sent out to the different Labor Organizations brought 96 replies stating their attitude toward vocational training. These represent people engaged in the various processes requiring the different degrees of skill necessary in twenty-nine different types of occupations as follows:

1. Barbers.	16. Miners.
2. Bartenders.	17. Moulders.
3. Blacksmiths.	18. Painters.
4. Brewers.	19. Plumbers.
5. Brick-layers.	20. Pressmen.
6. Cigar Makers.	21. Sheet Metal Workers.
7. Car men.	22. Stage Employes.
8. Carpenters.	23. Street railway.
9. Clerks, Postoffice.	24. Switchmen.
10. Conductors.	25. Teamsters and Chauffeurs.
11. Electrical Workers.	26. Trades Assembly.
12. Engineers, Locomotive.	27. Trainmen.
13. Engineers, Stationary.	28. Typographical.
14. Engravers.	29. Miscellaneous.
15. Machinists.	

1. On the question of pre-vocational courses in the grades, aimed at a round of experiences, rather than skill as a means of discovering aptitudes, abilities and interests in such types of work as lend themselves readily to projects, the vote stood:

Yes, 79; No, 14; No answer, 3.

2. On the question of public industrial or preparatory schools, for children between the ages of 14 and 16, which are of a general nature, aimed at industrial intelligence rather than skill, the vote stood:

Yes, 82; No, 11; No answer, 3.

3. On the question of trade schools, where intensive work is given during a short time under trade conditions in trade hours, which prepare directly for the occupation and shorten the period of apprenticeship, the vote stood:

Yes, 77; No, 18; No answer, 1.

4. On the question of technical courses in the high school which do not train the worker for a specific occupation, but rather aim to give a knowledge of materials, tools and processes to the youth who is to enter in the business and directive side of industry, the vote stood:

In regular high school: Yes, 45; No, 28; No answer, 23.

In separate institutions: Yes, 40; No, 22; No answer, 34.

5. On the question of continuation schools in which children between the ages of 14 and 18 who have left school for work, return one-half day per week for instruction aimed to promote general intelligence and good citizenship; or are trained out of the job in which they are, to an occupation in line with their ability, the vote stood:

Yes, 60; No, 30; No answer, 6.

6. On the question of part-time schools in which an alternation of work in school is made with the work in the shop, where the pupil engages in productive employment, the worker receiving a wage during his learning period, and the product being consumed in the general market, the vote stood:

Yes, 55; No, 34; No answer, 7.

7. On the question of evening schools of elementary grade which train for citizenship, the vote stood:

Yes, 65; No, 23; No answer, 5.

8. On the question of public evening courses adapted to people with a common back-ground and a common need, to learn new processes, the use of new tools, or who wish to fit themselves for better positions, the vote stood:

Yes, 78; No, 9; No answer, 6.

9. On the question whether labor organizations should co-operate in the establishment of such schools, the vote stood:

Yes 65; No, 3; No answer, 25; Qualified, 3.

The remarks which follow indicate a general sentiment favorable to these schools which are, in the main, considered desirable:

1. As a means of interesting the pupils who now drop out of school in large numbers.
2. As a means of discovering the ability, inclination and capacity of the individual, thus helping in an intelligent choice of a life work.
3. As a means of supplementing, not supplanting the educational opportunities now offered at public expense.
4. As a source of supply of apprentices in skilled trades and industries, who have tried themselves out on the fundamental processes. This training done under proper conditions, would shorten the period of apprenticeship required for entrance to a trade.



5. As a means of establishing a sense of responsibility of the worker for his work, the dignity of labor, the integrity of the craft, and a knowledge of the mutual dependence and responsibilities of the employer and the employee.
6. As a means of securing larger returns for the wage earning careers, in enjoyment, and progress in one's chosen work, and a fuller participation in the benefits of public education for the masses whose years of schooling are limited.

The following replies are typical:

#### TYPICAL REMARKS ON VOCATIONAL TRAINING BY ORGANIZED LABOR.

*No. 29.* Labor organizations should encourage the establishment of industrial courses and apprentices should be recruited from the same. They should encourage their own men, particularly those who have had a successful experience as actual workers, in teaching industrial courses, for it is only in proportion as shop conditions as they actually exist and are reproduced in material, processes, product and teaching conditions, that this work will be successful. The pupil will learn that he can profit only to the extent of his industry; this will be an incentive even to the drone.

The cultural side of education should not be neglected; by proper balance alone can the worker profit to the full extent of his power and reach his maximum of working and social efficiency. Many men fail in life because of "lop-sided education"—all skill and no culture or mental training, or all culture and mental training and no knowledge and skill.

Vocational training will fail as long as it is taught by college trained men and women who have neither time nor inclination to rub elbows with conditions as they actually exist and their judgments are formed from people who have written about rather than lived in the industries.

If vocational training ever plays an important part in the lives of any generation, it will do so as the hand-maiden of industrial education—to be taught by experienced artisans engaged in teaching trades in the schools of the future.

*No. 67.* The most competent mechanics in labor organizations favor anything which would educate their members or prospective members wherever possible. It is necessary to investigate the

pupil's fitness for an occupation before his decision is made. Manual training as it is taught gives the pupil only a slight and limited acquaintance with tools and materials, and discovers, in some few instances, a skill or interest which has some bearing in the selection of an occupation. It is not vocational education. A man's skill is usually on a par with his culture and general education. His efficiency and his standards of living are inter-related. The part time system is the most feasible plan.

*No. 78.* The child's haphazard choice of job results in shifting from place to place, wasting from two to four years, trying to find work for which he may have some liking; or never finding it, remains an unskilled laborer, casually employed. The state could better afford to bear the cost of such training for its citizens, as it would make them less liable to need support or punishment from the state.

The only organization which opposed the propositions, assigned the reasons for its attitude, as follows:

1. It would raise the taxes enormously.
2. It would lessen the number of apprentices to choose from.
3. Apprenticeship is the best school.
4. It is best to leave vocational education to private schools.

#### TYPICAL REMARKS ON VOCATIONAL TRAINING BY EMPLOYERS OF LABOR.

*No. 73.* There is no doubt that general industrial and mechanical efficiency can be raised to a much higher standard, not only by proper education of those who find themselves naturally adapted in any one direction, but as well by the elimination of the many occupational misfits. In a matter so essential to public welfare it is well that there should be a more systematic endeavor to solve the problem, and enforce, if need be, principles that may be found capable of producing salutary results. Too many men adopt a trade or vocation before they have had an opportunity to learn whether or not that trade or vocation will be congenial or in concord with their natural ability; and too many who decide on a course of occupation, even though peculiarly fitted for that special work, labor on to become proficient in the art without a due regard for even the rudimentary principles of the science.

I am of a firm opinion that the introduction of a department of commercial and mechanical science in our public schools would evolve a wide spread benefit. The great majority of young men and women leaving public schools face the necessity of earning



a livelihood by some trade or commercial vocation. While their education so far as culture is concerned has been quite thorough, they are unprepared to grasp the significance of material responsibility, and are largely incapable of deciding on a pursuit best adapted to their natural ability; nor can it be expected of their parents or others to decide for them judiciously without having had a fair opportunity to learn by practical test what is and what is not in a young man or young woman.

In the mechanical field there is unlimited room for accomplishment for the right kind of a young man, and yet this great section of our industrial area is filled with wasted opportunities, and burdened with individual failures. More practical education in our public schools could largely overcome this. By actual experience boys and young men should learn their advantages before setting out in a definite course, rather than awaken at some later time to find themselves on the wrong road, when it is probably too late to turn back and start in the right direction. Furthermore, the majority of those adapted to mechanical skill and employed in that kind of work do not derive the fullest benefit from their advantages. The apprentice follows in the footsteps of the journeyman; he learns to perform without studying the technology of the art. While, of course, a public school training could not be expected to complete a technical education, it would, nevertheless, plant the germ, which would develop in the atmosphere of practical endeavor; and by self-education the employee would grow in value not only to himself, but also to his employer and the public in general.

*No. 257.* Since our work is seasonable, we necessarily expect and have to accept unskilled labor, and depend on a few efficient helpers whom we have trained to direct the work. Our opinion on vocational education is that it should follow a thorough elementary school training to be successful. The alert, active brain will be most efficient because it will naturally discipline itself. Teach children to think—and what to think about. Skill in figures, in the use of language, is a useful acquirement, but integrity of character, honesty, prudence and frugal living seem to be no part of the child's education. Neatness, orderliness and attention to detail are sadly lacking in the average worker.

*No. 264.* We are in favor of vocational and trade schools, or even public schools with no vocational trade courses if they will only teach boys discipline and industry, and a fair degree of accuracy. This our present school system does not do. To over-

come this weakness, we plan to establish a school to teach boys the elements of our business, and to teach them spelling, arithmetic and grammar, as the public schools are not doing even this.

*No. 107.* We employ on an average 70 people at processes that would not be practical to teach in the public school. However, we see that industry would be improved by the systematic training of the youth.

What is needed most is character, training, the fundamental principles of responsibility and honesty in the use of time. If the youth could be taught that he is appreciated and rewarded to the extent of the ambition and willingness he shows in the interest of his employers, the technical problems would be of less moment in our business. The youth's choice of an occupation resolves itself into "how little can I do, and how much can I get?" This spells the labor problem.

*No. 131.* The trade schools would be of great advantage to workmen and employers alike. With proper opportunity the boy would have formed a definite idea as to which trade he would like to follow, and specialize in it. Thus not wasting valuable time and delaying his chances for advancement. An important element in such training would be a fairly definite idea of the compensation which might be expected by becoming proficient in that particular trade. Another feature which should be brought to his attention is the relative healthfulness of the various trades; also the average hours which he might expect to work during the year; or yearly compensation. At as early an age as practicable, the student should be allowed to select his own course, but before doing so he should be fully advised as to the relative advantages and disadvantages of his prospective vocations, as regards salary, hours, etc., so that he will not make the mistake of spending the best years of his life in becoming proficient in a branch which he may like as a study or as laboratory work—only to find out later that the compensation or the hours or something else is not to his liking.

*No. 236.* I believe that it is one of the best things that has been done along educational lines in a good many years. Take myself, as a subject. When I went to school we had nothing like that, and I was more or less interested in manual training work or in fact anything that had to do with tools. Instead of having that to spend my time on I had to study algebra, etc., and had nothing to apply it on, and consequently I didn't know



what it was about. When I got out of school I didn't know what I could do or where to look for a position, and for about eight years I drifted from one job to another until I finally fell into the laundry business. I was just like thousands of other boys were and are today. They don't know what they are fit for and the man to whom they apply for a position is too busy to take chances on them, and they do not get a job, or rather none to their liking. I don't believe that it would help my employes (or at least some of them) very much to attend these schools; and I do not believe it would help me directly, but indirectly it would help everybody a great deal.

*No. 311.* There is no doubt in my mind that if competent instruction in training the boys in our public schools to work at trades is given it will enable them to secure better wages and more self respecting employment earlier than if they are compelled to secure this same knowledge after leaving school.

Care should be taken in arranging the classes of instruction to see that the course of instruction is the best that can be adapted to each individual boy. Boys are frequently discouraged in their efforts to help themselves to better positions by finding themselves unfitted for the work in which they are employed and not understanding how to make a change to a more suitable occupation.

Every boy should be taught a trade but every boy should not be required to learn the same trade. Technical and industrial courses should be open to boys who show sufficient proficiency and intelligence in their trade classes, but should not be compulsory. Every boy should learn first to use his hands to best advantage to earn his living, and when he has learned this thoroughly he may be taught the more advanced problems in his trade.

*No. 410.* The need is certainly an urgent one of having schools where young men may be taught the different lines of trade. The business colleges throughout the country are doing a great thing for increasing the efficiency of office help, but schools which would train a young man in the proper lines for efficiency in factory work are just as essential.

It would appear to me that the establishment of trade or industrial schools to take hold of the boy at the time he graduates from the grade schools would be about the right place. Of course, the average boy at that age doesn't know what he wants to do, but by making the course about *two years long*, would enable him to de-

cide in a better way. Or, if he had two years of high school and then went to a trade school, it would work out nicely.

The specialist is the man who is wanted nowadays, and the one who commands the wages. And the boy who enters factory work by first working here and then changing time and time again generally doesn't buy bank bonds. One thing that should be taught in these schools is the relation of employer to employee, or the relation of capital to labor, and made to see how one can't exist without the support of the other. The boy thus trained would be in demand by every manufacturer, and his influence with fellow workers would be of immense value.

*No. 2.* A little would do no good and possibly harm,—especially if it were crowded in as a part of the present system. A thorough training by competent instructors covering several years of school work following a thorough foundation in the common branches, would be a blessing to the students and the community at large.

*No. 50.* Don't take any stock in it. A thorough drill confined to the three R's is my idea of a public school education. The public schools are attempting too much now and doing nothing thoroughly.

*No. 205.* We believe that the education derived from public school work is but little advantage in our line of work, as it does not take them sufficiently far into the work. They simply get a slight idea of how to handle tools and machines, and some theory. Do not go into it far enough, do not get down to the actual practice, so that they can go into a factory and accomplish results.

*No. 17.* Vocational work must be taught by thorough mechanics who have had thorough training. Usually, workers taught by old foggy methods are worse than those who have never had training, and to be of any value in a modern shop must forget what he was wrongly taught, and on which he has wasted his time and money.

*No. 1.* As a general proposition we may state that we are not entirely satisfied that our present public school system is so designed as to best serve its purpose for the people as a whole. We believe, for example, that our high schools are so organized and the course of study is so outlined that it is more suitable in preparing students for higher studies, such as the University, than it is in preparing them for a beginning in any of the various walks of life that they will follow. When it is taken into consideration that a very small proportion of all the scholars get to the University, the condition is brought more forcibly to mind.



The same thing is true in relation to grade schools below the high school, as many scholars do not have an opportunity to go to high school. We believe, therefore, that both the grade schools and the high schools should be so arranged as to best fit the largest number of pupils to take an active part in the life of the community and become in the shortest possible time useful, productive, upright, honest citizens, who will contribute the most to the improvement of their respective communities and the welfare of the state as a whole in the largest degree.

No. 202. A good high school education to develop minds and special training, if done by a *practical skilled tradesman* would help every young man in "making good" in his chosen vocation, there is no doubt. But if he is instructed by a *teacher of theory* only, he is worth less in a factory than one without such instruction, because at the age of 16 to 20 boys are very wise anyway. If they think they are "first class" educated machinists, for instance, they usually know more than the superintendent who got his trade as an apprentice in actual practice. Education is essential to high-class skilled labor, especially in mechanical lines, but only as a foundation. Actual practice is necessary to reach the efficiency required in manufacturing, and any instructions should be given as laying the foundation and not as making machinists or mechanics who can go into a shop or factory and demand first class wages. They should rank about third class.

No. 272. Have no opinion in this matter, but have not found high school students very good help, as in most cases they won't go down and do the dirty work that is necessary to be learned before they are capable of handling better grades of work. Have also found they watch for whistle time too carefully, have too many schemes for rapid advancement to be willing to learn thoroughly at wages in keeping with their ability. Have found the young married man the best worker, but in this class have had trouble in finding men even after several years experience capable of directing shop work. Our plant being small, one man now acts as manager of the whole works, not from choice but on account of not being able to find the right man to take complete charge of our shop, with never more than six machine men and from one to six painters and laborers. During the slack season we run a much smaller force. The young fellow with some training in school, willing to get several years' experience at from \$2.00 to \$3.00 a day should find many good jobs

waiting for him in small establishments like ours with good chance of advancement as the business grows.

No. 306. We think it is a good thing, yet don't know that it would be of particular benefit to our particular business. All our office girls need is a high school education in addition to stenography. Our factory girls only need brains enough to paste labels on neatly, etc., and make speed. The average girl we get is a pretty poor stick, for some reason. They either have not been endowed with enough brains to progress, or else they don't want to; we don't know which. At any rate we find very few who have any ambition. They want plenty of money, but they don't seem to want to develop brains to get it, or to realize that in order to earn a good salary they must be able to render efficient service in return. We don't pay very high wages, but the ones we hire are not worth more. We would much prefer to have a higher class of workers who would produce higher volume and grade of work and get more money. In order to have them learn more, they would have to be forced to go to school longer, and be *made* to become more efficient workers and better citizens.



TABLE I—EMPLOYERS' STATISTICS, GIVING TOTAL NUMBER EMPLOYED AND AVERAGE WAGES BY GRADE OF SKILL.

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SIXTEENTH BIENNIAL REPORT

No. of establishment	Nature of Business	Number of Employees					Average Salaries					
		Total	Male	Female	Under 16 Years of Age		Lesser Skilled		High Skilled		Superintendents	
					Male	Female	Male	Female	Male	Female	Male	Female
1	Agricultural implements	404	400	4	1		\$ 13.50		\$ 18.00			
2	Agricultural implements	45	44	1	1		12.00		18.00		\$ 30.00	
3	Agricultural implements	250	242	8			18.00		30.00	\$ 20.00	33.00	
4	Agricultural implements	32	30	2			14.00		20.00		22.00	
5	Agricultural implements	20	18	2			15.00				31.50	
6	Agricultural implements	250	225	25	3		12.50	\$ 6.50	19.50	12.00	30.00	\$ 20.00
7	Agricultural implements	50	50				19.00		21.00		24.00	
8	Agricultural implements	15	15				9.50		15.00			
9	Agricultural implements	75	70	5			17.50		22.50		27.50	
10	Agricultural implements	80	77	3					9.00		18.75	
11	Agricultural implements	20	14	6								
12	Automobile parts	60	56	4			18.00		30.00		25.00	
13	Baskets and willow ware	25	16	9	3						17.50	
14	Baskets and willow ware	135	80	55	3		16.50				32.50	
15	Boots and shoes	6	4	2								
16	Boots and shoes	250	150	100					16.50			
17	Brass and bronze products	44	40	4			15.00		18.00			
18	Bread and bakery products	150	50	100	1	4	12.00	6.00	12.00	6.00	16.00	12.00
19	Bread and bakery products	250	125	125		3	10.00	6.00	15.00	10.00	15.00 to 40.00	
20	Bread and bakery products	35	33	2			14.00		14.00		32.50	
21	Brick and tile	40	40				12.00		18.50		25.00	
22	Brick and tile	80	79	1			15.00		19.50		34.50	
23	Brick and tile	150	149	1			13.50		20.00		30.00	
24	Brick and tile	20	20				10.50				17.50	
25	Brick and tile	17	16	1			13.50		15.00			
26	Brick and tile	60	60									

27	Brick and tile	15	15				14.00				27.50	
28	Brick and tile	25	25				15.00		15.00		25.00	
29	Brick and tile	340	340				11.50		16.50		25.00	
30	Brick and tile	176	175	1			12.00		25.00		37.50	
31	Brick and tile	30	30				12.00				24.00	
32	Brick and tile	100	100				12.00		21.00		25.00	
33	Brick and tile	52	50	2			12.00		19.50		50.00	
34	Bridge and structural iron	70	70				15.00		16.50		23.84	
35	Bridge and structural iron	50	50				13.50		18.00		46.87	
36	Brooms	7	5	2			9.00	7.75	19.40			
37	Brooms	6	6				9.00		17.50			
38	Butter, eggs, cheese, etc.	150	101	48			13.50		15.00	15.00	25.00	
39	Butter, eggs, cheese, etc.	12	9	3					20.00		21.00	
40	Butter, eggs, cheese, etc.	9	6	3			14.00	8.50	17.00	14.00	31.25	
41	Butter, eggs, cheese, etc.	12	6	6			12.00		17.00	6.00		
42	Butter, eggs, cheese, etc.	40	20	20							10.00 to 20.00	
43	Pearl button works	144	63	81		3	15.50	8.50			25.00	
44	Pearl button works	17	17				9.00		11.00			
45	Pearl button works	48	48				14.00				20.00	
46	Pearl button works	135	80	55	1	1	12.50	8.00			22.00	10.00
47	Pearl button works	50	47	3				6.50		9.00		14.00
48	Pearl button works	83					13.50				38.50	
49	Pearl button works	226	143	83	3		12.00	9.00			16.50	13.00
50	Pearl button works	20	15	5			9.00	7.50	12.00	10.50	19.00	
51	Pearl button works											
52	Pearl button works	175	115	60	1	6	13.50	9.00			10.00	10.00
53	Pearl button works	100	60	40			15.00	10.00	18.00	14.50	10.00	
54	Canning and preserving	424	240	184			12.00	10.50	24.00		25.00	
55	Canning and preserving	150	50	100	5	5	9.00	6.50	13.50	10.50	55.00	
56	Canning and preserving											
57	Canning and preserving	150	150								25.00	
58	Canning and preserving	100	45	55			14.00	9.75	20.00	10.50	27.00	8.75
59	Canning and preserving	75	40	35			13.50		16.00		25.00	
60	Canning and preserving	200										
61	Canning and preserving	100	33	67								
62	Canning and preserving	40	20	20		5	12.00	7.00	12.00	12.00	13.50	
63	Canning and preserving	400	200	200			12.00	10.50	9.00	7.20	30.77	14.42
64	Canning and preserving											
65	Canning and preserving	125	60	65			12.00	7.50	17.50		15.00	
66	Carriages and wagons	30	30									
67	Carriages and wagons	32	30	2					16.50		22.00	
68	Carriages and wagons	75	75				12.00				18.00	
69	Carriages and wagons	75	70	5			18.00	8.00			33.25	
70	Carriages and wagons	200	185	15							31.25	
71	Carriages and wagons	15	15				12.50					
72	Cars and steam railroad repairs	662	661	1			16.00		22.00		30.00	

BUREAU OF LABOR STATISTICS

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TABLE I.—EMPLOYERS' STATISTICS—CONTINUED.

No. of establishment	Nature of Business	Number of Employees					Average Salaries					
		Total	Male	Female	Under 16 Years of Age		Lesser Skilled		High Skilled		Superintendents	
					Male	Female	Male	Female	Male	Female	Male	Female
73	Cars and steam railroad repairs	375	375						19.00		25.00	
74	Cars and steam railroad repairs	411	410	1	12						25.00	
75	Cars and steam railroad repairs	177	176	1			15.50		20.00		25.00	
76	Cars and steam railroad repairs	275	274	1			18.00		22.00		27.00	
77	Cars and steam railroad repairs	701	700	1			15.00		22.50		30.00	
78	Cars and steam railroad repairs	1,200	1,188	12			15.00		25.00	10.00	25.00	
79	Cars and steam railroad repairs	118	118				10.50		22.14		25.00	
80	Cars and steam railroad repairs	300	300				20.64		20.64		30.62	
81	Cars and steam railroad repairs	554	553	1			10.80		21.06	12.50	31.25	
82	Cars and steam railroad repairs	93	93				8.64		14.04		23.75	
83	Cars and steam railroad repairs	109	109				10.80		21.06		30.00	
84	Cars and steam railroad repairs	500	500				9.62		11.25		23.15	
85	Cars and steam railroad repairs	314	312	2			12.48		26.71		25.93	
86	Cars and steam railroad repairs	662	661	1			17.19		25.13		27.50	
87	Cement products	60	60				19.25				37.50	
88	Cement products	50	50				15.50				32.50	
89	Cement products	477	477				7.68		12.48			
90	Cement products	350	350				18.90		25.00		28.00	
91	Cement products	54	54				15.00		24.00		24.00	
92	Cement products	500	500				13.00		27.50			
93	Cement products	15	15						28.50		35.00	
94	Clothing, men's	185	25	110	2	6	5.50	Piece work	15.00	8.50		
95	Clothing, men's	32	4	28			6.00	6.00	12.50	9.25	34.50	
96	Clothing, men's	135	35	100								
97	Clothing, men's	22	12	10			25.00	14.25				
98	Clothing, women's											
99	Coffee and spices	55	35	20		7			16.00		officers	
100	Coffee and spices	13	11	2			12.00	9.00			62.50	
101	Coffee and spices	224	112	112			9.60	4.80	16.50	9.60	50.50	

102	Coffee and spices	28	22	6	1						13.00	
103	Coffins and undertaker's goods	59	50	9							30.00	15.00
104	Confectionery	94	27	67	2	8						
105	Confectionery	25	10	15			12.00	6.00	20.00	10.00		
106	Confectionery	15	14	1			15.00	10.00	18.00		25.50	
107	Confectionery	73	3	70								
108	Confectionery	100	50	50			15.00	7.50				
109	Confectionery	15	11	4							18.50	
110	Confectionery	28	11	17			7.75	4.50	15.00	9.00	26.02	
111	Confectionery	34	17	17	1	2	5.30	5.00	20.00	9.00	25.00	
112	Contractors, general										28.00	
113	Contractors, general	35	35				18.00		25.00		30.00	
114	Contractors, general	109	109				26.40		28.00			
115	Contractors, general	51	50	1			12.00		24.00		26.40	
116	Contractors, general											
117	Contractors, general	106	105	1			10.80		26.10		35.00	
118	Contractors, general	35	35		3		21.00				27.50	
119	Contractors, general	30	30		2				25.00		31.00	
120	Contractors, general	112	112						18.00		30.00	
121	Contractors, general						12.13		17.00		42.50	
122	Contractors, general	35	35				25.50		32.50		32.50	
123	Contractors, general	70	70				10.00		17.10		21.00	
124	Contractors, general	502	500	2			15.00		24.00		40.00	
125	Contractors, general	100	100									
126	Contractors, general	25	25				24.00		28.80		28.80	
127	Cooperage and wooden goods	10	10						14.00			
128	Cooperage and wooden goods											
129	Cooperage and wooden goods	23	10	13							30.00	
130	Cooperage and wooden goods	10	9	1					17.50		19.00	
131	Copper and sheet metal products	80	78	2	6		12.00	6.00	21.00		15.00	
132	Copper and sheet metal products	50	50				14.85		20.00		35.00	
133	Copper and sheet metal products	12	11	1			18.75				21.75	
134	Copper and sheet metal products	12	10	2			9.00		15.00			
135	Copper and sheet metal products	21	18	3			12.50		15.00		25.00	
136	Copper and sheet metal products	40	37	3	2		8.00		25.00		33.75	
137	Copper and sheet metal products	37	36	1			6.00		25.00			
138	Dairymen's and bee-keepers' supplies	65	61	4							28.23	
139	Electric light, heat and power	6	5	1					30.00		32.50	
140	Electric light, heat and power	6	5	1							37.50	
141	Electric light, heat and power	7	7						32.50		32.50	
142	Electric light, heat and power	281	279	2			12.00		20.00		43.50	
143	Electric light, heat and power	10	10				18.00		25.00			
144	Electric light, heat and power	17	17				15.00		18.50		31.25	
145	Electric light, heat and power	8	7	1			17.50		17.50		22.50	
146	Electric light, heat and power	12	11	1			12.50	12.50	30.00		34.50	
147	Electric light, heat and power	125	124	1							27.50	
148	Electric light, heat and power	20	20				13.00		14.00		25.00	
149	Electric light, heat and power	30	30						12.00		33.65	



TABLE I.—EMPLOYERS' STATISTICS—CONTINUED.

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SIXTEENTH BIENNIAL REPORT

No. of establishment	Nature of Business	Number of Employees					Average Salaries					
		Total	Male	Female	Under 16 Years of Age		Lesser Skilled		High Skilled		Superintendents	
					Male	Female	Male	Female	Male	Female	Male	Female
150	Electric light, heat and power	60										
151	Electric light, heat and power	6	5	1			11.00		18.75		25.00	12.50
152	Electric light, heat and power											
153	Electric railways	30	29	1					21.00			
154	Flags, banners and regalia	20	6	14			7.75	7.50	15.00	9.75		
155	Flour and grist mill products	15	14	1			12.50		17.50		20.00	
156	Flour and grist mill products	20	18	2								
157	Flour and grist mill products	30	30						27.00			
158	Flour and grist mill products	20	20				12.00		16.00		22.00	
159	Flour and grist mill products	55	53	2			13.50		15.00		25.00	
160	Food preparations	61	60	1			12.00		25.00		40.00	
161	Food preparations	380	350	30							30.00	
162	Food preparations	101	68	43			12.00	10.50	21.50	13.50	15.00	
163	Food preparations	150	55	95			7.50	5.25	13.00	9.25	50.00	20.00
164	Food preparations	70	30	40			9.50	7.50	13.50		30.00	9.00
165	Food preparations	20	6	14			14.50	9.50			37.50	
166	Food preparations	58	29	29		3	12.00	5.00			36.00	
167	Foundry and machine shop products	15	15						16.50		22.00	
168	Foundry and machine shop products	500	400	40								
169	Foundry and machine shop products	102	100	2			14.75		21.25	13.00	35.00	
170	Foundry and machine shop products	7	7						22.50		25.00	
171	Foundry and machine shop products	31	31				13.50		19.50		25.00	
172	Foundry and machine shop products	55	55				13.50		18.00		26.50	
173	Foundry and machine shop products	10	10						28.50			
174	Foundry and machine shop products											
175	Foundry and machine shop products	404	370	34			12.86		18.00		32.00	
176	Foundry and machine shop products	54	54									
177	Foundry and machine shop products	20	20				15.00		20.00		21.50	
178	Foundry and machine shop products	120	120				13.00		20.00		22.50	
179	Foundry and machine shop products	42	42				11.90		18.20		34.50	
180	Foundry and machine shop products	30	30				14.00					

181	Foundry and machine shop products	65	40	25			12.00	9.00	31.00		37.50 to 75.00	
182	Foundry and machine shop products	30	29	1			12.00		22.95		30.00	
183	Foundry and machine shop products	60	60				13.00		24.00		32.00	
184	Foundry and machine shop products	61	43	18			11.50	9.93	19.00		25.00	
185	Foundry and machine shop products	71	71				13.50		22.50		30.00	
186	Foundry and machine shop products	85	80	5			11.00		21.00		27.50 to 25.00	
187	Foundry and machine shop products	50	49	1			15.00		21.00		67.30 to 30.00	
188	Foundry and machine shop products	30	15	15			6.00		24.00		30.00	
189	Foundry and machine shop products	17	17				12.00		25.00		50.00	
190	Foundry and machine shop products	20	20								37.50	
191	Foundry and machine shop products	25	23	2			11.00		22.50		38.00	
192	Foundry and machine shop products	122	122				11.40		16.20		33.68	
193	Foundry and machine shop products	35	33	2			9.96		15.00			
194	Foundry and machine shop products	16	13	3			13.00		21.00		50.00	
195	Foundry and machine shop products	50	35	15								
196	Foundry and machine shop products	80	77	3					9.00		18.75	
197	Foundry and machine shop products	18	18				12.00		22.50		30.00	
198	Foundry and machine shop products	40	37	3			13.50		21.00		35.50	
199	Foundry and machine shop products	140	123	12			13.00	10.00	30.00		28.84	
200	Foundry and machine shop products	2,400	2,400				16.70		30.00			
201	Foundry and machine shop products	21	21				10.50		13.50		31.25	
202	Foundry and machine shop products	12	12				6.75		21.00		23.08	
203	Foundry and machine shop products	10	10				15.00		21.00		31.25	
204	Furniture and refrigerators	20	20									
205	Furniture and refrigerators	60	58	2					18.00			
206	Furniture and refrigerators	111	110	1			12.00		15.00		21.25	
207	Furniture and refrigerators	18	16	2	1		9.75		15.00		20.00	
208	Furniture and refrigerators	279	253	26	3		12.00		22.50		30.00	
209	Furniture and refrigerators	14	13	1								
210	Furniture and refrigerators	26	26				12.00		13.50		20.00	
211	Furniture and refrigerators	53	52	1			12.00	11.00	18.00		22.50	
212	Furniture and refrigerators											
213	Furniture and refrigerators	22	22				12.25		16.75		52.87	
214	Gas tank manufacturing	12	11	1			12.00	6.00	15.00			
215	Gate manufacturing	24	24									
216	Gate manufacturing	50	45	5							30.00 to 15.00	
217	Hosiery and knit goods	50	7	43	2		7.00		14.00 to 50.00		25.00 to 12.00	
218	Hosiery and knit goods	209	66	143	3	6	12.00	9.00	17.50			
219	Hotels	18	8	10								
220	Hotels	14	4	10	6							
221	Hotels	54	23	31			4.00 & board		4.00 & board		25.00 & board to 10.00 & board	

BUREAU OF LABOR STATISTICS

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TABLE I.—EMPLOYERS' STATISTICS—CONTINUED.

No. of establishment	Nature of Business	Number of Employees					Average Salaries					
		Total	Male	Female	Under 16 Years of Age		Lesser Skilled		High Skilled		Superintendents	
					Male	Female	Male	Female	Male	Female	Male	Female
222	Hotels	63	41	22	1							
223	Ice and cold storage	48	42	6			15.00	7.00	20.00		31.50	
224	Ice and cold storage	35	32	3			12.00		25.00	12.00	40.00	
225	Ice and cold storage	100	100				14.50		25.00		25.00	
226	Ice and cold storage	10	10				17.00		20.00			
227	Incubator manufacturers	100	80	20			10.00	7.00	15.00	15.00	18.00	
228	Laundries	35	8	27							22.00	
229	Laundries	25	6	19			6.00	6.00	6.00	6.00	25.00	
230	Laundries	17	6	11			7.50	7.50				
231	Laundries	8	3	5					8.00	8.00		
232	Laundries	22	7	15			6.60			8.25		15.00
233	Laundries	66	18	53			9.00	5.00	15.00	9.00		
							to	to	to	to	40.00	12.00
234	Laundries	30	10	20			15.00	7.00	27.00	15.00		
							6.00		12.00	7.00		
235	Laundries	98	20	78			8.00		25.00	12.00		
236	Laundries	10	3	7			16.00	8.50			22.50	
237	Laundries	10	3	7			10.00	6.00				
238	Laundries	32	7	25		2	6.00	5.17		7.00	20.00	
239	Laundries											
240	Laundries	34	7	27					16.00	9.00	10.00	
241	Laundries	29	8	21							23.00	
242	Laundries	70	15	55							25.00	
243	Laundries	30	14	16	2		6.00	6.00	12.00	12.00	25.00	
244	Laundries	50	11	39			6.00	6.00	17.50	9.50	22.50	11.00
245	Laundries	110	30	80			6.50	6.50	8.50	8.50	35.00	
246	Leather goods	75	22	53			10.00	10.00	12.00			
247	Leather goods	73	24	49	2	2		7.00	15.00	12.00	30.00	
248	Leather goods	35	34	1			9.00	9.00	19.50		50.00	
		25	15	10			15.00	11.54	19.00		19.00	
											15.00	

249	Leather goods	45	42	3			13.50	12.50	23.00		26.00	
250	Liquors, malt	30	30				12.00		17.00		15.00	
251	Liquors, malt	16	16				14.00		16.00		Propriet'r	
252	Liquors, malt	20	20				15.00		27.50		25.00	
253	Liquors, malt	13	13				12.00		15.50		14.50	
254	Lumber and planing mill products	27	20	7			12.00	12.00	27.50		35.00	
255	Lumber and planing mill products	700	686	14	2		12.00		21.00		25.00	
256	Lumber and planing mill products	62	62						19.50		35.00	
257	Lumber and planing mill products											
258	Lumber and planing mill products	9	9				15.00				25.00	
259	Lumber and planing mill products	75	71	4					26.00		75.00	
260	Lumber and planing mill products						12.00		18.00		27.00	
261	Lumber and planing mill products	150	146	4			12.00		16.50		25.00	
262	Lumber and planing mill products	250	200	50	2							
263	Lumber and planing mill products	25	25						24.00			
264	Lumber and planing mill products	325	317	8	1							
265	Lumber and planing mill products	65	60	5							25.00	
266	Lumber and planing mill products	12	11	1			13.50					
267	Lumber and planing mill products	40	40				13.50		15.00		20.00	
268	Lumber and planing mill products	52	49	3			16.50					
269	Lumber and planing mill products	75	75									
270	Lumber and planing mill products	100	100		3		13.50		20.25		28.84	
271	Lumber and planing mill products	375	375				9.00		12.00			
272	Lumber and planing mill products	8	8				15.00		18.50		22.50	
273	Lumber and planing mill products	71	70	1					16.50		38.46	
274	Lumber and planing mill products	95	92	3			16.00		24.00	20.00	30.00	
275	Lumber and planing mill products	10	10									
276	Marble and stone work	15	14	1			10.00		15.00		24.00	
277	Marble and stone work	15	15				15.00		21.00		25.00	
278	Master painters	2	2				12.00		20.00			
279	Master painters	4	4									
280	Master painters	7	7						18.90			
281	Master painters	12	12						18.90			
282	Master painters	10	10									
283	Master painters	10	8	2								
284	Master painters	20	20									
285	Master painters	2	2				16.00		16.00			
286	Master painters	3	3									
287	Master painters	5	4	1			16.50					
288	Master painters											
289	Master painters	7	7				12.50		19.00			
290	Master painters	151	150	1					27.50		30.00	
291	Master painters	23	22	1								
292	Master painters	6	6				15.00		18.00			
293	Master painters	6	5	1								
294	Master painters	4	4									
295	Master painters	25	25				14.50		21.25		23.50	
296	Master painters	4	4				21.60					



TABLE I.—EMPLOYERS' STATISTICS—CONTINUED.

No. of establishment	Nature of Business	Number of Employees					Average Salaries					
		Total	Male	Female	Under 16 Years of Age		Lesser Skilled		High Skilled		Superintendents	
					Male	Female	Male	Female	Male	Female	Male	Female
297	Master painters	9	8	1								
298	Master painters	6	6				20.00					
299	Oils											
300	Oils	50	50				14.00		18.00		25.00	
301	Paper and wood pulp	47	47				10.50		12.00		50.00	
302	Patent medicines	10	5	5			13.50		20.00			
303	Patent medicines	22	7	15								
304	Patent medicines	25	5	20	1				38.40		34.00 to 96.00	
305	Patent medicines	151	49	102			10.00	5.00	15.00	10.00	15.00	10.00
306	Patent medicines	16	7	9			12.75	6.50	25.00	8.15	25.00	
307	Patent medicines	60	20	40								
308	Plumbing and heating	60	59	1			13.50		22.50		30.00	
309	Plumbing and heating	50	50				12.00		39.00		33.65	
310	Plumbing and heating	75	65	10	2		11.25		20.25		40.50	
311	Plumbing and heating	150	138	12			13.50	11.50	36.00	25.00	37.50	
312	Printing and publishing	9	4	5								
313	Printing and publishing	20	17	3								
314	Printing and publishing	267	244	23	10							
315	Printing and publishing	19	16	3	8		15.00		20.00	14.75	20.00	
316	Printing and publishing	14	13	1								
317	Printing and publishing	54	44	10			7.50 to 16.00	12.00	19.00	14.00	25.00	20.00
318	Printing and publishing	18	16	2	6		6.00		15.00		20.00	
319	Printing and publishing	10	8	2			5.00	4.00	13.00	7.00	16.00	
320	Printing and publishing	25	23	2	9				15.00		21.00	
321	Printing and publishing	21	17	4	1		17.00	8.50	23.00		23.50	
322	Printing and publishing	71	71				9.00		18.00			
323	Printing and publishing	40	25	15								

324	Printing and publishing	17	9	8			11.00	6.00	23.00	15.00	20.00	
325	Printing and publishing	4	2	2					16.00	10.00		
326	Printing and publishing	19	15	4			13.50	6.00	30.00	11.00		
327	Printing and publishing	36	36		18		14.50		23.50			
328	Printing and publishing	8	6	2	1		15.00		18.00		18.00	
329	Printing and publishing	40	34	6					15.50	15.50	24.00	
330	Printing and publishing	25	23	2					15.00			
331	Printing and publishing	33	29	4					18.00	11.00		
332	Printing and publishing	175	155	20	50		8.50	6.00	22.50	12.50	37.50	
333	Printing and publishing	3	3		1							
334	Printing and publishing	7	5	2			10.00		15.00		21.25	
335	Printing and publishing											
336	Printing and publishing	450	300	150			9.00	7.50	15.00	10.00	20.00	12.50
337	Printing and publishing											
338	Printing and publishing	8	7	1								
339	Printing and publishing	12	11	1			11.00		17.00		17.00	
340	Printing and publishing	8	8		1		7.00		20.00		22.50	
341	Pumps	300	280	20	2		11.50	7.00	14.00		23.00	
342	Quarrying	240	240				12.00		21.00		30.75	
343	Sanatorium	50	15	35	2		7.00	5.00	15.00	15.00	10.00	10.00
344	Seeds	160	100	60	2		10.00	8.50	20.00	13.50	15.00	12.00
345	Seeds	10	8	2			10.00		10.00		10.00	
346	Seeds	150	20	130			12.50	6.00 to 7.00			15.00 to 16.00	10.00 to 13.00
347	Slaughtering and meat packing	145	125	20			11.50		18.00	10.00	25.00	
348	Slaughtering and meat packing	840	775	65								
349	Slaughtering and meat packing	1,250	1,200	50	8		10.00 to 12.00	5.00	17.00	6.00	19.25	
350	Slaughtering and meat packing	150	135	15			12.00	9.75	15.00		21.00	
351	Slaughtering and meat packing	40	40				15.00		20.00		40.00	
352	Slaughtering and meat packing	140	140				15.00		20.00		20.00	
353	Slaughtering and meat packing	1,600	1,450	150	20		15.00	12.80	18.00		25.00	
354	Soap	25	18	7			12.15	6.00	19.00		28.84	
355	Stores, department et. al.	54	46	8			12.00					
356	Stores, department et. al.											
357	Stores, department et. al.	100	80	20							15.00 to 18.50	
358	Stores, department et. al.	54	28	26			4.00 to 18.50				43.00 to 32.50	
359	Stores, department et. al.	27	5	22	1		6.00		9.00			
360	Stores, department et. al.											
361	Stores, department et. al.	19	1	18								
362	Stores, department et. al.	14	3	11					5.00		12.00	
363	Stores, department et. al.	90	15	75								
364	Stores, department et. al.	20	3	17			9.50	6.00		20.00		27.50
365	Stores, department et. al.											



TABLE I.—EMPLOYERS' STATISTICS—CONTINUED.

No. of establishment	Nature of Business	Number of Employees					Average Salaries					
		Total	Male	Female	Under 16 Years of Age		Lesser Skilled		High Skilled		Superintendents	
					Male	Female	Male	Female	Male	Female	Male	Female
366	Stores, department et. al.	5	3	2			14.00	9.75	20.00	10.50	27.00	8.75
367	Stores, department et. al.	17	2	15								
368	Stores, department et. al.	8	2	6								
369	Stores, department et. al.	186	44	142					25.00	7.50	25.00	
370	Stores, department et. al.	19	6	13								
371	Stores, department et. al.	10	1	9					8.00			
372	Stores, department et. al.	28	7	19				9.00			29.38	
373	Stores (chain of)	588	108	480								
374	Stores, department et. al.	62	24	38							23.19	13.50
375	Stores, department et. al.	65	35	30								
376	Stores, department et. al.	15	5	10					9.00		27.50	
377	Stores, department et. al.	19	4	15								
378	Stores, department et. al.	30		30								
379	Stores, department et. al.	47	7	40					12.00			
380	Stores, department et. al.	100	40	60			8.25	8.50	27.00	21.25	29.00	17.50
381	Stores, department et. al.	250	75	175								
382	Stores, department et. al.					1						
383	Stores, department et. al.	17	4	13			16.87	16.87				
384	Stores, department et. al.											
385	Stores, department et. al.	5	1	4			15.00	7.50				
386	Stores, department et. al.	40	4	36								
387	Stores, department et. al.	38	23	15		1			16.50			
388	Stores, department et. al.	50	15	35								
389	Sporting goods	25	24	1			10.00		18.00			
390	Stoves and furnaces	107	100	7					27.00			
391	Stoves and furnaces	25	24	1					27.00		27.50	
392	Stoves and furnaces	7	7						19.50		24.00	
393	Stoves and furnaces	50	50				12.50		19.50		19.50	
394	Stoves and furnaces	25	25			2			19.50		25.00	
395	Telephone companies	50	20	30					19.50			
396	Telephone companies	60	20	40					18.00	9.00	24.00	
397	Telephone companies	100	90	10			14.00	10.00	25.00		30.00	10.00
398	Telephone companies	17	3	14								
399	Telephone companies	40	34	6		3	6.50	7.50	15.00	10.00	17.50	
400	Telephone companies	27	6	21					16.50	7.00	18.00	9.80
401	Telephone companies	26	14	12					15.00	10.75	20.00	
402	Telephone companies	16	4	12			12.50	6.87	21.25	8.75		
403	Tobacco, cigars and smoking	80	23	57		1			12.50	9.75	30.00	
404	Tobacco, cigars and smoking	23	17	6			18.00					
405	Tobacco, cigars and smoking											
406	Tobacco, cigars and smoking	16	14	2			7.00	5.75	17.00			
407	Tobacco, cigars and smoking	40	20	20				7.00	16.50	14.00	20.00	
408	Vinegar and cider	37	25	12		1	12.00	6.00	18.50			
409	Vinegar and cider	20	8	12			10.00	5.50	25.00	9.00	25.00	
410	Washing machines	60	60				12.00				22.50	
411	Washing machines	150	150									
412	Washing machines	70	64	6			9.75	11.75	21.00			
413	Water works	20	20				15.00		18.50		17.00	
414	Wholesale grocers	31	28	3								
415	Wholesale grocers	80	54	26			12.00	5.00	28.15		27.50	
416	Wire works	8	6	2					16.50		25.00	
417	Miscellaneous	76	75	1			15.00		27.00			
418	Miscellaneous	56	40	16			10.50	6.00	16.00	10.00		
419	Miscellaneous	15	15				8.00		10.00		13.12	
420	Miscellaneous	175	160	15		5	9.00	6.75	16.50		27.50	
421	Miscellaneous	74	41	33		4	10.50	6.72			18.75	12.50
422	Miscellaneous	74	17	57		2	10.00	8.50	27.50	14.00	35.00	18.00
Totals		40,134	33,460	6,674	249	76						



TABLE 11. EMPLOYERS' ATTITUDE TOWARD INDUSTRIAL TRAINING

Number of establishment	Nature of Business	Employers' Attitude Toward Training			Employers' Difficulty in Obtaining Help		Number now training for advanced skill, foremen, superintendents, etc.
		Would efficiency and opportunity be increased by public day schools between the ages of 14 and 16?	Would practical day trade schools giving one year or more to specialized training in the use of tools, etc., be a problem of unskilled employes?	Would part time or evening schools help unskilled workers to advance to high grade positions?	Do you have difficulty in obtaining or training skilled help?	Do you have difficulty in obtaining or training employees to act as foremen or department heads?	
1	Agricultural implements	Yes	Yes	Yes	Some	(1)	6
2	Agricultural implements	(2)	If thoro	Very little	No	No	
3	Agricultural implements	Yes	Yes	Yes	At times	No	12
4	Agricultural implements	No	No	Yes	No	No	
5	Agricultural implements	Yes	Yes	Yes	Yes	Yes	
6	Agricultural implements	Yes	Yes	Yes	Yes	Yes	26
7	Agricultural implements	Yes	Yes	(3)	No	Yes	
8	Agricultural implements	No	No	No	No	No	
9	Agricultural implements	Yes	Yes	Yes	No	No	4
10	Agricultural implements	No	No	No	No	No	
11	Agricultural implements	Yes	Yes	Yes	Yes	Yes	
12	Automobile parts	Yes	Yes	Yes	Yes	Yes	
13	Baskets and willow ware	No	No	Yes	No	Yes	
14	Baskets and willow ware	Yes	Yes	Yes	No	Yes	1
15	Boots and shoes	Yes	Yes	No	Yes	Yes	
16	Boots and shoes	Yes	Yes	No	Yes	Yes	
17	Brass and bronze products	Yes	Yes	Yes	No	No	
18	Bread and bakery products	Perhaps	Perhaps	Yes	No	No	
19	Bread and bakery products	Yes	Yes	Yes	Yes	Yes	3
20	Bread and bakery products	Yes	Yes	(4)	Yes	Yes	
21	Brick and tile	Yes	Yes	Yes	Yes	Yes	
22	Brick and tile	(5)	No	Yes	At times	At times	
23	Brick and tile	No	Yes	Yes	Yes	Yes	2
24	Brick and tile	Yes	Yes	No	Yes	No	
25	Brick and tile	Yes	Yes	Yes	No	No	
26	Brick and tile	Yes	Yes	Yes	Yes	Yes	
27	Brick and tile	Yes	Yes	No	No	No	11
28	Brick and tile	(6)	Yes	Average	Average	Average	
29	Brick and tile	Yes	Yes	No	No	No	
30	Brick and tile	Yes	Yes	Yes	Yes	Yes	2
31	Brick and tile	Perhaps	Yes	Yes	Yes	Yes	
32	Brick and tile	Yes	Yes	Yes	Yes	Yes	
33	Brick and tile	Yes	Yes	Yes	No	Yes	2
34	Bridge and structural iron	Yes	No	No	No	No	
35	Bridge and structural iron	Yes	No	Yes	No	No	2
36	Brooms	No	Yes	No	No	No	
37	Brooms	No	Yes	Yes	No	No	
38	Butter, eggs, cheese, etc.	Yes	Yes	Seldom	Yes	No	7
39	Butter, eggs, cheese, etc.	Yes	Yes	Yes	No	Yes	1
40	Butter, eggs, cheese, etc.	Yes	Yes	Yes	Yes	Yes	
41	Butter, eggs, cheese, etc.	No	No	Yes	No	Yes	
42	Butter, eggs, cheese, etc.	No	No	No	No	No	
43	Button works, pearl	No	No	No	No	No	
44	Button works, pearl	No	No	No	No	Yes	
45	Button works, pearl	Yes	Yes	Yes	No	No	
46	Button works, pearl	Yes	No	No	No	No	
47	Button works, pearl	No	No	No	No	Yes	
48	Button works, pearl	No	No	No	Yes	Yes	
49	Button works, pearl	Yes	Yes	Yes	No	No	6
50	Button works, pearl	Yes	Yes	No	No	Yes	

## AND DIFFICULTY IN, AND SOURCES OF OBTAINING HELP.

Source of obtaining employees of high grade skill	Sources of Obtaining Help			Number of establishment
	Source of obtaining employees of medium or low grade skill	Source of obtaining office help or salaried	Source of obtaining superintendents, foremen, office managers and department heads	
Trained in shop	Trained in shop	Trained in shop	Trained in shop	1
Other shops	Pickups	Local-trained in estab.	Other shops	2
Advertisements	Persons application	Public schools and ads.	Advertisements	3
Trained in estab.	Trained in estab.	No salesmen	Stockholders and friends	4
Local	From the street	Local agency	Promotion	5
Any source	Local	Trained men	Other establishments	6
Local	Local	Locally	Train them	7
Locally	Trained in own estab.	Trained in own estab.	Trained in own estab.	8
Other establishments	Advertising	Other estab. own plant	Other manufacturers	9
Other establishments	Trained	Other offices	Other plants	10
Trained in estab.	Local	Trained in estab.	Trained in estab.	11
Trained in our own establishment	Trained in own estab.	Trained in own estab.	Trained in own estab.	12
Other establishments	Locally	Locally	Eastern cities	13
Application	Application	Advertise	Promotion	14
Trained in estab.	Trained in estab.	Trained in estab.	Trained in estab.	15
Various sources	Various sources	Various sources	Various sources	16
Open market	Open market	Open market	Open market	17
Other plants	Own establishment	Own establishment	Other establishments	18
Trained in own estab.	Other establishments	Trained men in office for salesmen, etc.	Trains in estab.	19
Trained in estab.	Trained in estab.	Trained in estab.	Trains in estab.	20
Import. from Ohio	From applications	Trained in estab.	Promotion and import from Ohio	21
At home	At home	At home	At home	22
Trained in estab.	Open market	Open market	Open market	23
Locally	Common laborer	Application	Open ranks	24
Common laborer	Pickups	Locally	Locally	25
Locally	Locally	Common laborer	Business schools and courses	26
Eastern factories	Own estab. eastern factories	Business college	Promoted from ranks	27
Locally	Locally	None	Other establishments	28
Trained in own estab.	Trained in estab.	No	No	29
Trade unions	Trained in estab.	Various sources	Train in establishment	30
Experience	Various sources	Dairy schools	Promotion	31
Various sources	Dairy schools	Own establishment	Short course outside	32
Dairy schools	Own establishment	Applications	Applications	33
Own establishment and state college	Applications	Pickups	Advance	34
From other plants	From other plants	Casual	Other plants	35
No skilled	Trained in estab.	Trained in estab.	Trained elsewhere	36
Imported from city	Local	Imported	Imported	37
Acquaintance	Acquaintance	Acquaintance	Factories elsewhere	38
Acquaintance	Laboring class	Factory	Factories elsewhere	39
Trained in our estab.	Trained in own estab.	Trained in own estab.	Train in own estab.	40
Own establishment	Locally	Business college	High school	41



TABLE II. CONTINUED—EMPLOYERS' ATTITUDE TOWARD INDUSTRIAL

Number of establishment	Nature of Business	Employers' Attitude Toward Training			Employers' Difficulty in Obtaining Help		Number now training for advanced skill, foremen, superintendents, etc.
		Would efficiency and opportunity of employees be increased by public preparatory schools between the ages of 14 and 16?	Would practical day trade schools giving one year or more to specialized training after 16 years of age meet problem of unskilled employees?	Would part time or evening schools help unskilled workers to advance to high grade positions?	Do you have difficulty in obtaining or training skilled help?	Do you have difficulty in obtaining or training employees to act as foremen or department heads?	
51	Button works, pearl						
52	Button works, pearl	No	No	No	No	No	
53	Button works, pearl	No	No	No	Yes	Yes	
54	Canning and preserving	Yes	Yes	Yes	No	No	
55	Canning and preserving	Yes	Yes	Yes	Yes	Yes	
56	Canning and preserving						
57	Canning and preserving	Yes	Yes	(7)	No	Yes	
58	Canning and preserving	Yes	Yes	Yes	No	No	
59	Canning and preserving	No	No	No	No	No	
60	Canning and preserving						
61	Canning and preserving	Yes	Yes	Yes	Yes	Yes	
62	Canning and preserving	No	No	No	Yes	No	
63	Canning and preserving	Yes	Yes	Yes	Yes	Yes	
64	Canning and preserving	Yes	Yes				
65	Canning and preserving	Yes	No	No	Yes	Yes	6
66	Carriages and wagons	Yes	No	No	No	No	
67	Carriages and wagons	Yes	Yes	Yes	Yes	Yes	2
68	Carriages and wagons	Yes			No		
69	Carriages and wagons	Yes	Some lines	Yes	Yes	Yes	
70	Carriages and wagons	Yes	Yes	Yes	Yes	Yes	
71	Carriages and wagons	Yes	No		No		
72	Cars and steam railroad repairs	Yes	Yes	Yes	No	No	2
73	Cars and steam railroad repairs	Yes	Yes	Yes	No	No	10
74	Cars and steam railroad repairs	No		Yes	Yes	Yes	13
75	Cars and steam railroad repairs	Yes	Yes	Yes	No	No	10
76	Cars and steam railroad repairs	Yes	Yes	Yes	No	No	9
77	Cars and steam railroad repairs	Yes	Yes	No	No	Scarce	10
78	Cars and steam railroad repairs	Yes	Yes	Yes	At times	At times	67
79	Cars and steam railroad repairs	No	No	No	No	No	
80	Cars and steam railroad repairs	No	No	Yes	No	No	6
81	Cars and steam railroad repairs	Yes	Yes	Yes	No	No	16
82	Cars and steam railroad repairs	Yes	Yes	Yes	No	No	
83	Cars and steam railroad repairs	Yes	Yes	Yes	No	No	1
84	Cars and steam railroad repairs	Yes	Yes	Yes	Yes	Yes	19
85	Cars and steam railroad repairs	Yes	Yes	Yes	No	No	
86	Cars and steam railroad repairs	Yes	Yes	Yes	No	No	1
87	Cement products	Yes	Yes	Yes	No	No	
88	Cement products	Yes	Yes	Yes	No	No	
89	Cement products	Yes	Yes	Yes	No	No	
90	Cement products	Yes	Yes	Possibly	No	No	
91	Cement products	No	Yes	Yes	No	No	
92	Cement products	Yes	Yes	Yes	No	No	
93	Cement products	Yes	Yes	Yes	Yes	Yes	
94	Clothing, men's	No	Yes	Yes	Some	No	
95	Clothing, men's	Yes	Yes	Yes	Yes	Yes	1

TRAINING AND DIFFICULTY IN, AND SOURCES OF OBTAINING HELP.

Source of obtaining employees of high grade skill	Sources of Obtaining Help			Number of establishment
	Source of obtaining employees of medium or low grade skill	Source of obtaining office help or salesmen	Source of obtaining superintendents, foremen, office managers and department heads	
Own establishment	Own establishment	High and com. coll.		51
Own and other estab.	Own and other estab.	Own and other estab.	Own and other estab.	52
Locally	Locally	Sold thru commission	Locally	53
Local	Local	Imported		54
Trained in own estab.	Trained in own estab.			55
Similar factories	Casual	Business college	Own establishment	56
Local	Local	Local	Local	57
Similar factories		High school	Experienced in business	58
Own establishment	Own establishment	Own establishment	Locally	59
Locally	Own establishment	Own establishment	Locally	60
Locally				61
Locally	Pickups	Locally	Trained in own estab.	62
Trained in estab.	Trained in estab.	Trained in estab.		63
Own establishment	Own establishment	Own establishment		64
No	Trained in estab.	Trained in estab.	Trained in own estab.	65
Local	Local	Local	Best now among workers	66
Trained in estab.	Own establishment	Business college	Own establishment	67
	Own establishment	Outside and own estab.	Members of firm	68
Apprentices	Trained in estab.	High schools	Mechanics	69
Various sources	Various sources	Business college	Promotions	70
Apprentices and labor organizations	Selection	Promotion	Promotion	71
Unskilled occupations	Unskilled occupations		Skilled occupations	72
Apprenticeship	Trained in estab.	Trained in estab.	Promoted	73
Technical schools and apprentice system	Laboring class	High school	Ranks	74
Selection from app.	Promotion	Promotion		75
Promotion	Trained	Trained		76
Application	Labor agencies and application			77
Own and other shops	Own and other shops	Business college	Promotion	78
Other shops	Own and other shops	Offices and schools	Other shops and railroads	79
Own and other shops	Own and other shops	Other shops	Other shops and railroads	80
Own establishment	Own establishment	Other offices and schls.	Other shops and railroads	81
Own and other estab.	Common and trained labor	Schools, business coll.	Promotion	82
Own establishment	Own establishment	Application	Promotion and transfer	83
Employment agencies	Anywhere	Own establishment	Own establishment	84
Own establishment	Own establishment	Anywhere	Train men	85
Local	Foreign labor	Own establishment	Own establishment	86
Machine companies	Local	Local	Advancement	87
Local	Application	Railroads	Promotion	88
Trained in estab.	Local	Local	Promoted	89
	Trained in estab.	Office help, business college; salesmen, experienced		90
Locally	Own establishment	Business college	Promotion	91
Our own town	Local	Trained in estab.	Own establishment	92
Local	Local	Local	Train in establishment	93
			Other factories	94
				95



TABLE II. CONTINUED—EMPLOYERS' ATTITUDE TOWARD INDUSTRIAL

Number of establishment	Nature of Business	Employers' Attitude Toward Training			Employers' Difficulty in Obtaining Help		Number now training for advanced skill, foremen, superintendents, etc.
		Would efficiency and opportunity of employees be increased by public preparatory schools between the ages of 14 and 16?	Would practical day trade schools giving one year or more to specialized training after 16 years of age meet problem of unskilled employees?	Would part time or evening schools help unskilled workers to advance to high grade positions?	Do you have difficulty in obtaining or training skilled help?	Do you have difficulty in obtaining or training employees to act as foremen or department heads?	
96	Clothing, men's	No	Perhaps	Yes	Yes	Yes	
97	Clothing, men's					Yes	
98	Clothing, women's			Yes	Yes	Yes	
99	Coffee and spices	Yes	No	Yes	No	No	
100	Coffee and spices	No	No	Yes	No	No	
101	Coffee and spices	Yes	Perhaps	Yes	No	No	
102	Coffee and spices	Yes	Yes	Yes	No	No	
103	Coffins and undertakers' goods	Yes			Yes	Yes	
104	Confectionery	No	No		Yes	No	
105	Confectionery	Yes	Yes	Yes	Yes	Yes	2
106	Confectionery	Yes	Sure	Yes	Not yet	Not yet	
107	Confectionery						
108	Confectionery	Yes	Yes	Yes	Yes	Yes	
109	Confectionery	Yes	Yes	Yes	Yes	Yes	
110	Confectionery	Yes	No	No	Yes	No	
111	Confectionery	Yes	Yes	Yes	Yes	Yes	17
112	Contractors, general		Yes	Yes	Yes	Yes	
113	Contractors, general	Yes	Yes	Yes	Yes	Yes	2
114	Contractors, general	Yes	Yes	Yes	Yes	Yes	
115	Contractors, general	Yes	Yes	Yes	Yes	Yes	1
116	Contractors, general	Yes	Yes	Yes	Yes	Yes	1
117	Contractors, general	Yes	Yes	Yes	Yes	Yes	
118	Contractors, general	Yes	Yes	Yes	Yes	Yes	
119	Contractors, general	Yes	Yes	Yes	Yes	Yes	2
120	Contractors, general	Yes	Yes	Yes	Yes	Yes	
121	Contractors, general	Yes	Yes	Yes	No	No	
122	Contractors, general	Yes	Yes	Yes	Yes	Yes	
123	Contractors, general	Probably	Yes	Yes	Yes	No	
124	Contractors, general	Yes	Yes	Yes	Yes	Yes	5
125	Contractors, general	Yes	Perhaps	(8)	Yes	Yes	
126	Contractors, general	Yes	Yes	Yes	Yes	Yes	
127	Cooperage and wooden goods				No	No	
128	Cooperage and wooden goods				No	No	
129	Cooperage and wooden goods	No	No	No	Yes	Yes	
130	Cooperage and wooden goods						
131	Copper and sheet metal products	Yes	Yes	Yes	Yes	Yes	4
132	Copper and sheet metal products	Yes	Yes	Yes	Yes	Yes	
133	Copper and sheet metal products	Yes	Yes	Yes	Yes	Yes	
134	Copper and sheet metal products	Yes	Yes	Yes	Yes	Yes	
135	Copper and sheet metal products	No	No	Yes	Yes	No	
136	Copper and sheet metal products	Possibly	No	Yes	No	No	15
137	Copper and sheet metal products	Yes	Yes	Yes	Yes	Yes	
138	Dairymen's and beekeepers' sup.	Yes	Yes	Yes	Yes	Yes	2
139	Electric light, heat and power	Possibly	Possibly	Yes	Some		
140	Electric light, heat and power	No	No	No			
141	Electric light, heat and power	Yes	Yes	Yes	No	No	
142	Electric light, heat and power	Yes	Yes	(9)	Yes	Yes	
143	Electric light, heat and power	Yes	Yes	Yes	Yes	Yes	4
144	Electric light, heat and power	Yes	Yes	Yes	Yes	Yes	
145	Electric light, heat and power	Yes	Yes	Yes	Yes	Yes	

## TRAINING AND DIFFICULTY IN, AND SOURCES OF OBTAINING HELP.

Source of obtaining employees of high grade skill	Sources of Obtaining Help				Number of establishment
	Source of obtaining employees of medium or low grade skill	Source of obtaining office help or salesmen	Source of obtaining superintendents, foremen, office managers and department heads		
Locally	Own establishment	Own establishment	Own establishment		93
Local advertising	Local	Local	Local		97
Local	Local	Local	Local		98
Local	Local	Local	Local		99
Own establishment	Own establishment	Application	Own establishment		100
Own establishment	Locally	Own establishment	Promotion		101
Own establishment	Own establishment	Business college and other establishments	Own establishment		102
Trained in estab.	Local	Various sources	Trained in other estab.		103
Trained in our estab.	Trained in our estab.	Trained in our estab.	Trained in our estab.		104
Own establishment	Own establishment	Own establishment	Own establishment		105
Agricultural college		Pick them up	Choose our own		106
		Other establishments			107
Outside	Locally	Locally	Outside		108
Large cities	Locally	Promotion	Promotion and own establishment		109
Other and own estab.	Own establishment	Own establishment	Other factories		110
Other factories	Locally	Outside	Own establishment		111
Trained in estab.			Own establishment		112
Locally	Locally	Locally	Own establishment		113
Employment agencies					114
Application	Locally	Advertisement	Promotion		115
Labor unions	Locally	Business colleges	Other establishments		116
Advertising		Locally	Trained in estab.		117
Trained in estab.		Trained in estab.	Colleges		118
Locally		Acquaintances	Advertising		119
Trained in other estab.					120
Locally	Locally	Locally	Locally		121
Locally	Locally	Schools	Train in establishment		122
Outside and locally	Locally	Locally	Train in establishment		123
Trained in own and other establishments		Business colleges and own office			124
Promiscuously	Own and other estab.	Business colleges	Own establishment		125
Ads. and friends	Promiscuously	Advertisements—other sources	Own establishment		126
Advertising	Pickups	None	Select from own estab.		127
Own establishment			Own establishment		128
Own establishment	Own establishment		Members of firm		129
Outside of town	Other shops		Advanced from ranks		130
Own establishment	Labor organizations	Business college, high school	College graduates		131
Trained in estab.	Open market	Business college	Trained in estab.		132
Trained in estab.	Local	Local	Train in establishment		133
	Advertising	Business college	Promotion		134
Personal application	Local	Commercial schools	Promotion		135
Inquiry	Casual	Public school	Advertising		136
Locally	Locally	Own establishment	Members of company		137
Own establishment	Own establishment	Own establishment	Promotion		138
Trained in estab.	Any source	Any source			139
Locally	Locally	Locally			140
Trained in estab.					141
Own establishment	Own establishment	Own establishment	Own establishment		142
Local	Local	Local			143
Trained in own estab.	Trained in our own es.	Trained in our own es.	Train in own estab.		144
Correspondence					145



TABLE II. CONTINUED—EMPLOYERS' ATTITUDE TOWARD INDUSTRIAL

Number of establishment	Nature of Business	Employers' Attitude Toward Training			Employers' Difficulty in Obtaining Help		Number now training for advanced skill, foremen, superintendents, etc.
		Would efficiency and opportunity of employees be increased by public preparatory schools between the ages of 14 and 16?	Would practical day trade schools giving one year or more to specialized training after 16 years of age meet problem of unskilled employees?	Would part time or evening schools help unskilled workers to advance to high grade positions?	Do you have difficulty in obtaining training skilled help?	Do you have difficulty in obtaining or training employees to act as foremen or department heads?	
145	Electric light, heat and power	Yes	Yes	Yes	No	No	
146	Electric light, heat and power	Yes	Yes	Yes	Yes	No	4
149	Electric light, heat and power	Yes	Yes	Yes	Yes	Yes	3
149	Electric light, heat and power	Yes	Yes	Yes	Yes	Yes	3
150	Electric light, heat and power	Perhaps	Perhaps	Perhaps	No	No	
151	Electric light, heat and power	Yes	No	Yes	No	No	1
152	Electric light, heat and power	Yes	Yes	Yes	No	No	
153	Electric railways	Yes	Yes	Yes	No	No	
154	Flags, banners and regalia	Yes	Yes	No	No	No	
155	Flour and grist mill products	Yes	Yes	Yes	No	No	
156	Flour and grist mill products	Yes	No	No	No	No	3
157	Flour and grist mill products	Yes	Yes	Yes	No	No	1
158	Flour and grist mill products	Yes	Yes	Yes	No	No	
159	Flour and grist mill products	Yes	Yes	Yes	Yes	Yes	2
160	Food preparations	Yes	Yes	Yes	Some times	Yes	
161	Food preparations	No	No	Yes	No	No	1
162	Food preparations	Yes	Yes	No	Yes	No	120
163	Food preparations	Yes	Yes	No	No	No	4
164	Food preparations	Yes	Yes	Yes	No	No	
165	Food preparations	Yes	Yes	Yes	No	No	
166	Food preparations	Yes	Yes	Yes	No	No	4
167	Food preparations	Yes	Yes	Yes	No	No	
168	Food preparations	Yes	Yes	Yes	No	No	13
169	Food preparations	Yes	Yes	Yes	No	No	2
170	Food preparations	Yes	Yes	Yes	No	No	1
171	Food preparations	Yes	Yes	Yes	No	No	2
172	Food preparations	Possibly	Yes	Yes	No	No	1
173	Food preparations	(10)	Yes	Yes	No	No	2
174	Food preparations	Yes	Yes	Yes	No	No	2
175	Food preparations	Yes	Yes	Yes	No	No	2
176	Food preparations	Yes	Yes	Yes	No	No	2
177	Food preparations	Yes	Yes	Yes	Yes	Yes	4
178	Food preparations	Yes	Yes	Yes	No	No	4
179	Food preparations	Yes	Yes	Yes	No	No	1
180	Food preparations	Yes	Yes	Yes	Yes	Yes	1
181	Food preparations	Yes	Yes	Yes	Yes	Yes	1
182	Food preparations	Yes	(11)	Yes	Yes	Yes	1
183	Food preparations	Yes	Yes	Yes	No	No	(12)
184	Food preparations	Yes	Yes	Yes	No	Yes	6
185	Food preparations	Yes	Yes	Yes	No	No	2
186	Food preparations	Yes	No	Yes	No	No	2
187	Food preparations	Yes	(13)	Yes	No	No	2
188	Food preparations	Yes	Yes	Yes	No	No	4
189	Food preparations	Yes	Yes	Yes	No	Yes	1
190	Food preparations	Yes	Yes	Yes	No	No	1
191	Food preparations	Yes	Yes	Yes	Very little	No	1
192	Food preparations	Yes	Yes	Yes	No	No	6
193	Food preparations	Yes	Yes	Yes	Some	No	1
194	Food preparations	Yes	Yes	(15)	No	No	
195	Food preparations	Yes	Yes	Yes	No	No	
196	Food preparations	Yes	Yes	Yes	No	No	2

TRAINING AND DIFFICULTY IN, AND SOURCES OF OBTAINING HELP.

Source of obtaining employees of high grade skill	Sources of Obtaining Help			Number of establishment
	Source of obtaining employees of medium or low grade skill	Source of obtaining office help or salesmen	Source of obtaining superintendents, foremen, office managers and department heads	
State universities	Locally and estab.	Locally, comm. schools	Other stations	146
Own and other estab.	Local-own estab.	Own estab.-local	Own establishment	147
Own establishment	Application	Own establishment	Own establishment	148
Own estab.-App.	Own establishment	Own establishment	Own establishment	149
Own establishment	Application	Application	Own establishment	150
Own establishment	Own establishment	Own establishment	Own establishment	151
In our own estab.	Drifters			152
Own establishment	Adver. and own estab.	Adver. and own estab.	Promotion	153
Local	Local	Local	Local	154
Trained in estab.	Trained in estab.			155
Trained in estab.	Trained in estab.			156
Similar mills	From any source	From any source	From any source	157
Local	Local	Local	Local	158
Trained in estab.	Other establishments	Trained men in office	Train in establishment	159
Own establishment	Open market	Local	Own establishment	160
Application-own estab.	Common labor	Business offices	Educated employees	161
Locally	Other establishments	App. and other estab.	Other and own estab.	162
Own estab.-ads.	Own estab.-adver.	Own estab.-adv.	Own establishment-advertisements	163
Competitors or fermentation schools	Advertising	Commercial school		164
Own establishment	Own establishment	Locally, comm. schools	Own ranks	165
General application	Application	Application		166
All sources	All sources	Trained men	Partially train in estab.	167
Locally	Locally	Locally	Promoted	168
Application and adver.	Application and adver.	Application and adver.	Other establishments	169
Trained in estab.	Trained in estab.	Small office force	Trained in our shops	170
Local	Local	Business college	Train	171
Other shops				172
Various sources	Various sources	Business college	Train	173
Trained in estab.-technical source	Any source	Trained in own estab.		174
Open market	Trained in estab.	Trained in estab.	Trained in estab.	175
Open market	Open market			176
Train and import	Applicants	Applicants	Train in establishment	177
Personal application	Open market	Local	Local	178
Local	Local	Local	Local	179
Application	Personal application	Officers	Pick from employees	180
Trained in estab.	Common labor	In establishment		181
Trained in estab.	Trained in estab.	University exp. men	Train	182
Local	Local	School	Promotion	183
Local	Local			184
Direct through union	As they come along	Schools and adver.		185
Application	Pickups-own estab.	Outside	Application	186
Outside	Locally	Locally	Outside	187
Outside towns	Applications	Advertising	Train in establishment	188
Advertising	Advertising	Agencies and adver.	Advancement from ranks	189
Trained in estab.-App.	Trained in estab.-app.	Advertising	Advanced in ranks	190
Locally other estab.	Application			191
Trained in own estab.	Trained in own estab.	Schools	Own establishment	192
Trained in estab.	Advertising	Business college	General shops	193



TABLE II. CONTINUED—EMPLOYERS' ATTITUDE TOWARD INDUSTRIAL

Number of establishment	Nature of Business	Employers' Attitude Toward Training			Employers' Difficulty in Obtaining Help		Number now training for advanced skill, foremen, superintendents, etc.
		Would efficiency and opportunity of employees be increased by public preparatory schools between the ages of 14 and 16?	Would practical day trade schools giving instruction more to specialized training after 16 years of age meet problem of unskilled employees?	Would part time or evening schools help unskilled workers to advance to high grade positions?	Do you have difficulty in obtaining training skilled help?	Do you have difficulty in obtaining training employees to act as foremen or department heads?	
197	Fdy. and machine shop products..	Yes	Yes	Yes	No	No	1
198	Fdy. and machine shop products..	Yes	Yes	Yes	No	No	1
199	Fdy. and machine shop products..	Yes	Yes	Yes	No	No	3
200	Fdy. and machine shop products..	Yes	Yes	Perhaps	No	Sometimes	91
201	Fdy. and machine shop products..	No	No	Yes	Yes	Yes	2
202	Fdy. and machine shop products..	Yes	No	Yes	No	No	2
203	Fdy. and machine shop products..	Yes	Yes	Yes	Yes	Yes	2
204	Furniture and refrigerators..	Yes	Yes	Yes	Yes	No	2
205	Furniture and refrigerators..	Yes	Yes	Yes	Yes	No	2
206	Furniture and refrigerators..	Partially	Some	Yes	No	No	2
207	Furniture and refrigerators..	Yes	Yes	Yes	Yes	Yes	2
208	Furniture and refrigerators..	Yes	Yes	Yes	No	No	2
209	Furniture and refrigerators..	Yes	Yes	Yes	Yes	Yes	2
210	Furniture and refrigerators..	Yes	Yes	Yes	No	No	1
211	Furniture and fixtures..	Yes	Yes	Yes	No	No	1
212	Furniture and fixtures..	Yes	Yes	Yes	Yes	Yes	1
213	Furniture and fixtures..	Yes	Local	Yes	No	No	1
214	Gas tank manufacturing..	Yes	Yes	Yes	No	No	1
215	Gate manufacturers..	Yes	Yes	Yes	No	Yes	1
216	Gate manufacturers..	(16)	No	(17)	Yes	No	1
217	Hosiery and knit goods..	Yes	Yes	Yes	Yes	No	1
218	Hosiery and knit goods..	Yes	No	Some	Yes	Yes	5
219	Hotels..	Yes	Yes	Yes	Yes	Yes	5
220	Hotels..	Yes	Yes	Yes	Yes	Yes	5
221	Hotels..	No	No	Yes	No	No	5
222	Hotels..	No	No	Yes	Yes	Yes	5
223	Ice and cold storage..	Yes	Yes	Yes	Yes	Yes	5
224	Ice and cold storage..	Yes	Yes	Yes	No	No	5
225	Ice and cold storage..	Yes	Yes	Yes	Yes	Yes	5
226	Ice and cold storage..	Yes	Yes	Yes	No	No	5
227	Incubator manufacturers..	Yes	Yes	Yes	Yes	Yes	5
228	Laundries..	Yes	Yes	Yes	Some	Some	5
229	Laundries..	No	No	No	No	Yes	15
230	Laundries..	No	No	No	No	Yes	15
231	Laundries..	Yes	Yes	No	No	No	1
232	Laundries..	No	No	Yes	No	No	1
233	Laundries..	Yes	(18)	(19)	Yes	Yes	1
234	Laundries..	(20)	Possibly	Yes	Yes	(21)	1
235	Laundries..	Yes	Yes	Yes	No	No	1
236	Laundries..	Perhaps	Perhaps	Yes	Yes	Yes	1
237	Laundries..	Yes	Yes	Yes	No	No	1
238	Laundries..	Yes	Yes	Yes	Yes	Yes	5
239	Laundries..	Yes	Yes	Yes	Yes	Yes	5
240	Laundries..	Yes	Yes	Yes	Yes	Yes	5
241	Laundries..	Yes	Yes	Yes	Yes	Yes	5
242	Laundries..	Yes	Yes	No	Yes	Yes	5
243	Laundries..	Yes	Yes	Yes	Yes	Yes	5
244	Laundries..	Yes	Yes	Yes	No	No	5
245	Laundries..	Yes	Yes	Yes	Yes	Yes	5
246	Leather goods..	Yes	Yes	Yes	Some	Some	5
247	Leather goods..	Yes	Yes	Yes	No	No	5
248	Leather goods..	No	No	No	No	No	5

TRAINING AND DIFFICULTY IN, AND SOURCES OF OBTAINING HELP.

Source of obtaining employees of high grade skill	Sources of Obtaining Help			Number of establishment
	Source of obtaining employees of medium or low grade skill	Source of obtaining office help or salesmen	Source of obtaining superintendents, foremen, managers and department heads	
Other shops	Own establishment	Own establishment	Members of firm	197
Advertising	Application	Application	Own establishment	198
Locally	Own establishment	Locally	Own establishment	199
Advertising and app.	Own establishment—agencies adver.	Own estab., bus. coll.	Own estab., agencies	200
Apprentices	Application	Commercial college	Own establishment	201
Trained in estab.—adv.	Trained in estab.—adv.	Application	Officers	202
Locally	Local and own estab.	Local and own estab.	Other establishments	203
Trained in estab.	Trained in estab.	Trained in estab.	Trained in establishment	204
Inexperienced	Trained in own estab.	Business college	Promoted	205
Trained in own estab.	Trained in own estab.	Trained in own estab.	Trained in own estab.	206
Trained	Trained in own estab.	Business college	Business college	207
Owa establishment	Owa establishment	Business college	Business college	208
Owa estab.—advertising	Owa estab.—adver.	Business college	Business college	209
Locally, own estab.	Locally	Business college	Own establishment	210
Open market	Open market	Open market	Open market	211
Application	Application	Application	Open market	212
Main office	Locally	Locally	Main office	213
Trained in estab.	Trained in estab.	Other offices	Other manufactures	214
Local	Local	Various sources	Promotion	215
Local	Local	Open market	Trained elsewhere	216
Open market	Local	Private	Private	217
Employment agencies	Local	Local	Local	218
Employment agencies	Local	Local	Local	219
Personal selection	Employment agencies	Personal application	General	220
Promiscuous	Other plants	General	Similar establishments	221
Other plants	Local	Local	Local	222
Local	Inquiry	Inquiry	Institution of learning	223
Inquiry	Trained in own estab.	School	Promotion	224
Advertise	Application	Local	Trained in own estab.	225
Application	Local	Local	Local	226
Local	Own establishment	Own establishment	Local	227
Own establishment	Make them	Member of firm	Own establishment	228
Make them	Natives	Natives	Member of firm	229
Natives	Personal acquaintance	Personal acquaintance	Heads of departments	230
Personal acquaintance	Working class	Business college unless when experience is possible	From other estab.	231
Working class	Anywhere	Business college	Officers manage	232
Anywhere	Own establishment	Own establishment	Own establishment	233
Own establishment	Locally	Promotion	Own establishment	234
Own establishment	Own establishment	Own establishment	Own establishment	235
Other cities—own estab.	Other and own estab.	Own establishment	Owners manage	236
Applications—own estab.	Own establishment	Own establishment	Own establishment	237
Advertising and app.	Advertising—own estab.	Business college	Members of firm	238
Outside town and local.	Advance from ranks	Advertising	Promotion	239
Advertising	Advertising	Advertising	Advertising	240
Trained in own estab.	Own establishment	Own establishment	Own establishment	241
Own establishment	Applications	Common schools	Advance from ranks	242
Trained in estab.	Local	Local	Local	243
Own establishment	Own establishment	Experienced men	Other factories	244
Own establishment	Own establishment	Own establishment	Own establishment	245



TABLE II. CONTINUED—EMPLOYERS' ATTITUDE TOWARD INDUSTRIAL

Number of establishment	Nature of Business	Employers' Attitude Toward Training			Employers' Difficulty in Obtaining Help		Number now training for advanced skill, foremen, superintendents, etc.
		Would efficiency and opportunity of employees be increased by public preparatory schools between the ages of 14 and 16?	Would practical day trade schools giving one year or more to specialized training after 16 years of age meet problem of unskilled employees?	Would part time or evening schools help unskilled workers to advance to high grade positions?	Do you have difficulty in obtaining or training skilled help?	Do you have difficulty in obtaining or training employees to act as foremen or department heads?	
249	Leather goods	Yes	No	No	No	No	
250	Liquors, malt	Yes	No	Yes	No	No	
251	Liquors, malt	Yes	Possible	Yes	No	No	
252	Liquors, malt	Perhaps	Somewhat	Perhaps	No	No	5
253	Liquors, malt	Yes	No	Yes	No	Yes	
254	Lbr. and planing mill products	Yes	Yes	Yes	Not much	Yes	
255	Lbr. and planing mill products	Yes	Yes	Yes	(22)	No	
256	Lbr. and planing mill products	Yes	Yes	Yes	Yes	No	
257	Lbr. and planing mill products	Yes	Yes	Yes	Yes	No	
258	Lbr. and planing mill products	Yes	Yes	Yes	Yes	No	
259	Lbr. and planing mill products	Yes	Yes	Yes	Yes	No	
260	Lbr. and planing mill products	Possibly	Yes	Yes	No	No	
261	Lbr. and planing mill products	Yes	Yes	Yes	Yes	Yes	
262	Lbr. and planing mill products	Yes	No	No	Yes	Yes	
263	Lbr. and planing mill products	Yes	Yes	Yes	Yes	Yes	
264	Lbr. and planing mill products	Yes	Yes	Yes	Yes	No	
265	Lbr. and planing mill products	Yes	Yes	Yes	Yes	Yes	20
266	Lbr. and planing mill products	No	No	No	Yes	Yes	
267	Lbr. and planing mill products	Perhaps	Perhaps	Perhaps	Yes	Yes	
268	Lbr. and planing mill products	Yes	Yes	Yes	Yes	Yes	
269	Lbr. and planing mill products	Yes	Yes	Yes	Yes	Yes	
270	Lbr. and planing mill products	Yes	Yes	Yes	No	No	
271	Lbr. and planing mill products	Yes	No	Yes	No	No	
272	Lbr. and planing mill products	Yes	Yes	Yes	Yes	Yes	1
273	Lbr. and planing mill products	Yes	Yes	No	Sometimes	Yes	
274	Lbr. and planing mill products	Yes	Yes	Yes	Yes	Yes	6
275	Lbr. and planing mill products	Yes	Yes	Yes	Yes	Yes	
276	Marble and stone works	Yes	Yes	Yes	Yes	(23)	1
277	Marble and stone works	Yes	Yes	Yes	Yes	Yes	
278	Master painters	Yes	Yes	Yes	Yes	Yes	
279	Master painters	Yes	Yes	Yes	Yes	Yes	
280	Master painters	Yes	Yes	Some	Yes	Yes	
281	Master painters	Yes	Yes	Yes	Yes	Yes	
282	Master painters	Yes	Yes	Yes	Yes	Yes	
283	Master painters	No	Yes	Yes	Yes	Yes	
284	Master painters	Yes	Yes	Yes	Yes	Yes	
285	Master painters	Yes	Yes	Yes	Yes	Yes	
286	Master painters	No	No	No	Yes	Yes	
287	Master painters	Yes	Yes	Yes	Yes	Yes	
288	Master painters	Yes	Yes	Yes	Yes	Yes	
289	Master painters	Yes	Yes	Doubtful	No	No	
290	Master painters	Yes	Yes	Yes	Yes	Yes	
291	Master painters	Yes	Yes	Perhaps	Yes	Yes	
292	Master painters	Yes	Yes	Yes	Yes	Yes	
293	Master painters	Yes	Yes	Yes	Yes	Yes	
294	Master painters	Yes	Yes	Yes	Yes	Yes	
295	Master painters	Yes	Yes	Yes	Yes	Yes	
296	Master painters	Yes	Yes	Yes	Yes	Yes	2
297	Master painters	Yes	Yes	Yes	Yes	Yes	

TRAINING AND DIFFICULTY IN, AND SOURCES OF OBTAINING HELP.

Source of obtaining employees of high grade skill	Sources of Obtaining Help			Number of establishment
	Source of obtaining employees of medium or low grade skill	Source of obtaining office help or salesmen	Source of obtaining superintendents, foremen, office managers and department heads	
Application	Application	Application	Promotion	249
Best schools	Casual		Promotion	250
Educated in the business	Members of firm		Promotion	251
Brewer's schools	Non-union	Stockholders	Stockholders	252
Technical schools and locally	Foreigners	Locally	Experienced	253
Local	Local	Business college	Local	254
Own establishment	Various sources	High schools and business colleges	From other estab.	255
Sweden and Norway	Trained in factory	Trained in estab.	Trained in plant	256
Trained in own estab.	Trained in own estab.	Trained in own estab.	Trained in own estab.	257
Promiscuous		Business college	School	258
Application	Application	Application		259
High school	Business college and advertisement	Other houses	Train in establishment	260
Locally and own estab.	Own establishment	Own establishment	Advanced from ranks	261
Outside city application	Application		Advanced from ranks	262
Own establishment	Own establishment	Own establishment	Own establishment	263
	Local application	Locally	Advertisements	264
Locally	Outside			265
	Own establishment	Locally	Locally	266
Locally	Locally	Business college	Own establishment	267
Locally	Advanced from ranks		Advanced from ranks	268
Locally	Locally	Locally	Own establishment	269
Locally	Locally	Own establishment	Own establishment	270
Trained outside	Application	Trained outside	Advanced from ranks	271
Locally	Locally	Locally	Application	272
Mississippi district	Local	Local	Local	273
	Inquiry	Business college	Own establishment	274
In other factories		Trained men	Train in establishment	275
Locally	Locally	Locally	Locally	276
Imported	Advertising			277
Impossible to get	Other firms			278
Pickup	Pickups	Trained	None	279
Pickups	Locally		Hard to find	280
Floaters	College			281
				282
Trained in estab.	Street			283
Local	Other cities			284
Local				285
Not obtainable	Journeyman	Own family	Own family	286
				287
Local	Local	Local	Local	288
Open market	Open market	Open market	Trained in factory	289
Application and own establishment		Adver. and own estab.	Own establishment	290
Application		Own establishment	Own establishment	291
Foreigners	Locally		Own establishment	292
Application and own establishment	Outside towns		Own establishment	293
Own establishment	Own establishment			294
	Pickups	Own establishment		295



TABLE II. CONTINUED—EMPLOYERS' ATTITUDE TOWARD INDUSTRIAL

Number of establishment	Nature of Business	Employers' Attitude Toward Training			Employers' Difficulty in Obtaining Help		Number new training for advanced skill, foremen, superintendents, etc.
		Would efficiency and opportunity of employees be increased by vocational schools between the ages of 14 and 16?	Would practical day trade schools giving one year or more to specialized training be more to the benefit of the present problem of unskilled employees?	Would part time or evening schools help workers to advance to high grade positions?	Do you have difficulty in obtaining or training skilled help?	Do you have difficulty in obtaining or training employees to act as foremen or department heads?	
298	Master painters	Yes	Yes	Yes	Yes	Yes	
299	Oils	Yes	Yes	Yes	No	No	
300	Oils	Yes	Yes	Yes	Yes	Yes	10
301	Paper and wood pulp	Yes	Yes	No	No	No	9
302	Patent medicines	Yes	No	No	No	No	
303	Patent medicines	Yes	Yes	Yes	No	Yes	
304	Patent medicines	Yes	Yes	No	No	No	
305	Patent medicines	Yes	Yes	No	No	Yes	1
306	Patent medicines	Yes	Yes	No	No	No	
307	Patent medicines	Yes	Some	No	No	No	
308	Plumbing and heating	Yes	Yes	Yes	No	No	4
309	Plumbing and heating	Yes	Yes	No	No	No	
310	Plumbing and heating	Yes	No	No	No	No	
311	Plumbing and heating	Yes	Yes	Yes	No	No	
312	Printing and publishing	No	Yes	Yes	No	At times	
313	Printing and publishing	Yes	Yes	Yes	At times	At times	
314	Printing and publishing	No	No	Yes	No	No	2
315	Printing and publishing	Yes	Yes	Yes	Yes	Yes	2
316	Printing and publishing	Yes	(24)	Not much	Yes	No	2
317	Printing and publishing	No	No	No	No	No	9
318	Printing and publishing	Yes	Yes	Yes	Yes	Yes	1
319	Printing and publishing	Yes	Possibly	Yes	No	No	
320	Printing and publishing	Yes	No	Doubtful	Yes	Yes	1
321	Printing and publishing	Yes	Yes	(25)	Yes	No	
322	Printing and publishing	Yes	Yes	Yes	No	No	
323	Printing and publishing	Yes	(30)	(27)	Yes	Yes	
324	Printing and publishing	Yes	No	(20)	Yes	No	
325	Printing and publishing	No	Yes	Yes	Yes	Yes	
326	Printing and publishing	In part	Would help	Yes	No	No	
327	Printing and publishing	Yes	Yes	Yes	Yes	Not often	
328	Printing and publishing	Yes	Yes	Yes	No	No	
329	Printing and publishing	Yes	Yes	Yes	No	No	6
330	Printing and publishing	Yes	Yes	Yes	Yes	Yes	2
331	Printing and publishing	No	Yes	Yes	Yes	Yes	2
332	Printing and publishing	Yes	Yes	Yes	Yes	Yes	5
333	Printing and publishing	Yes	Yes	Yes	No	No	
334	Printing and publishing	No	Perhaps	Yes	No	No	30
335	Printing and publishing	Yes	Yes	Yes	No	No	
336	Printing and publishing	No	No	No	No	No	
337	Printing and publishing	Yes	Yes	Yes	No	No	3
338	Printing and publishing	Yes	Yes	Yes	Yes	Yes	2
339	Printing and publishing	Yes	Yes	Yes	Yes	Yes	
340	Printing and publishing	Yes	Yes	Yes	No	No	
341	Pumps	Yes	Yes	Yes	Yes	Yes	
342	Quarrying	No	Possibly	Possibly	No	No	
343	Sanatorium	Yes	Yes	Yes	No	Yes	
344	Seeds	Yes	Yes	Yes	No	No	10
345	Seeds	No	No	No	No	No	
346	Seeds	Yes	Yes	Yes	Yes	Yes	
347	Slaughtering and meat packing	Yes	Yes	Yes	Yes	Yes	
348	Slaughtering and meat packing	Yes	Yes	Yes	Yes	Yes	
349	Slaughtering and meat packing	Yes	Yes	Decidedly	Sometimes	Yes	

TRAINING AND DIFFICULTY IN, AND SOURCES OF OBTAINING HELP.

Source of obtaining employees of high grade skill	Sources of Obtaining Help			Number of establishment
	Source of obtaining employees of medium or low grade skill	Source of obtaining office help or salesmen	Source of obtaining superintendents, foremen, managers and department heads	
Own establishment	Own establishment	Own establishment	Own establishment	298
College graduates	Anywhere	Anywhere	Anywhere	299
Own establishment	Own establishment	Railroad offices	Own establishment	300
Raise them	Trained in estab.	Trained in estab.	Train in establishment	301
Colleges	Casual	Colleges	Casual	302
Chemist in own estab.	Local	Own establishment	Train in own estab.	303
Own and other estab.	Advertisements	Local except salesmen	Advanced from ranks	304
Own establishment	Own establishment	Application	Own establishment	305
Own establishment	Own establishment	Own establishment	Advance	306
Trained in estab.	Trained in estab.	Business colleges	Train in establishment	307
Trained in own estab.	Own establishment	Own establishment	Own establishment	308
Outside-own estab.	Locally-outside	Locally	Outside	309
Application	Application	High and bus. school	Application and own establishment	310
Advertising	Trained in own estab.	Trained in own estab.	Trained in own estab.	311
Wherever possible	Advertising	Trained in estab.	Trained in estab.	312
Everywhere	Advertise	Trained in estab.	Train own employees	313
Anywhere	Anywhere	High school	High school	314
Open market	Open market	Open market	Open market	315
Local	Local	Local	Local	316
Local	Local	Local	Local	317
Anywhere	Anywhere	Own establishment	Own establishment	318
Typographical union	Anywhere	Trained in estab.	Trained in estab.	319
Home talent	Anywhere	Anywhere	Anywhere	320
All over	All over	Business colleges	From ranks	321
Surrounding towns	Local	Business colleges	From ranks	322
Advertising	Anywhere	Business colleges	From ranks	323
General stock	Open market	Open market	Open market	324
Open market	Open market	Open market	Open market	325
Trained in own estab.	Open market	Open market	Open market	326
Typographical union	Typographical union	Application	Typographical union	327
Printers craft outside	Other offices	Other offices	Other offices	328
Outside cities	Locally and own estab.	Locally and own estab.	Other cities	329
Own town and outside	Pickups	Pickups	Promotion	330
Locally	Locally	Locally	Trained in own estab.	331
Advertising	Locally	Locally	Trained in own estab.	332
Other cities	Own establishment	Outside and bus. col.	Trained in own estab.	333
Own establishment	Own establishment	Application	Application	334
Apprenticeship in other offices	High school and own establishment	Application	Application	335
Own establishment	Own establishment	Own establishment	Edicated in office	336
Own establishment	Own establishment	Own establishment	Own establishment	337
Employment agencies	Advertisements	Own establishment	Any source	338
Training school	Locally	Commercial coll.	Own establishment	339
Own establishment	Application	Own establishment	Own establishment	340
Locals	Local	Local	Local	341
Business col.	Pickups	Local business col.	Own packing houses	342
Packing centers	Application	Local business col.	From cur other plants	343
From similar plants	Trained in own plant	Train in own office	From cur other plants	344
Own establishment	Own establishment	Local	Own establishment	345



TABLE II. CONTINUED—EMPLOYERS' ATTITUDE TOWARD INDUSTRIAL

Number of establishment	Nature of Business	Employers' Attitude Toward Training			Employers' Difficulty in Obtaining Help		Number now training for advanced skill, foremen, superintendents, etc.
		Would efficiency and opportunity of employees be increased by public preparatory schools between the ages of 14 and 16?	Would practical day trade schools giving one year or more to specialized training after 16 years of age meet problem of unskilled employees?	Would part time or evening schools help unskilled workers to advance to high grade positions?	Do you have difficulty in obtaining or training skilled help?	Do you have difficulty in obtaining or training employees to act as foremen or department heads?	
350	Slaughtering and meat packing		No		No	Yes	
351	Slaughtering and meat packing	Yes	Yes	No	No	No	
352	Slaughtering and meat packing	No	No	Yes	No	Yes	3
353	Slaughtering and meat packing	Yes	No	Yes	Yes	Yes	42
354	Soap	No			No	No	
355	Stores, department et. al.	Yes	Yes	Perhaps	No	No	
356	Stores, department et. al.						
357	Stores, department et. al.	Yes	Yes		Yes	No	
358	Stores, department et. al.	Yes	Yes	Yes	Yes	Yes	
359	Stores, department et. al.	Yes	Yes	Yes	Yes		
360	Stores, department et. al.	Yes	Yes	Yes			
361	Stores, department et. al.	Yes	Yes	Yes			
362	Stores, department et. al.	Yes	No	Yes			
363	Stores, department et. al.	Yes	Yes	Yes	Yes	Yes	2
364	Stores, department et. al.	Yes	Yes	Yes			1
365	Stores, department et. al.	Yes	Yes	Yes	Yes		
366	Stores, department et. al.	Yes	Question	Partly	Yes		
367	Stores, department et. al.	Yes					
368	Stores, department et. al.	Yes	Yes	Yes	No	No	
369	Stores, department et. al.	No	No	Yes	Yes	Yes	
370	Stores, department et. al.	Yes	Yes	Yes	No	Yes	
371	Stores, department et. al.	Yes	Yes	Yes	Yes		
372	Stores, department et. al.	Yes	Yes	Yes	No	Yes	
373	Stores (chain of)	Yes	Yes	Yes	No	No	21
374	Stores, department et. al.	Yes	Yes	Yes			
375	Stores, department et. al.	Yes		Yes	Yes		
376	Stores, department et. al.	Yes	Yes	Yes	Yes	Yes	2
377	Stores, department et. al.	No	No	No			
378	Stores, department et. al.	Yes	No		No		
379	Stores, department et. al.	No	Yes	Yes			1
380	Stores, department et. al.	Yes	Yes	Yes	No	No	
381	Stores, department et. al.	Yes	Yes	Yes	Yes	Yes	
382	Stores (wholesale)	Yes	No	No	Yes	No	
383	Stores, department et. al.		No		Yes		
384	Stores, department et. al.						
385	Stores, department et. al.						
386	Stores, department et. al.	Yes	Yes	Yes			
387	Stores, department et. al.	Yes	Yes	Yes	Yes	No	
388	Stores, department et. al.	Yes	No	May help	Yes	Yes	
389	"Sporting" goods	Yes	Yes	No	Some	Some	
390	Stoves and furnaces	Yes	Yes	Yes	No	No	5
391	Stoves and furnaces	No	No	Yes	No	No	
392	Stoves and furnaces	Yes	Yes	Yes	No	No	
393	Stoves and furnaces	No	Earlier	No	Yes	Yes	6
394	Stoves and furnaces	Yes	Yes	Yes	Yes		
395	Telephone companies	Yes	Yes	Yes			
396	Telephone companies	Yes	Yes	No	Yes	Yes	2
397	Telephone companies	Some	Yes	Some ext.	Yes	Yes	9
398	Telephone companies	Yes			Yes		

TABLE II. CONTINUED—EMPLOYERS' ATTITUDE TOWARD INDUSTRIAL

Source of obtaining employees of high grade skill	Sources of Obtaining Help			Number of establishment
	Source of obtaining employees of medium or low grade skill	Source of obtaining office help or salesmen	Source of obtaining superintendents, foremen, office heads	
Meat markets	Riff-raff, schools and other offices		Trained in estab.	350
Our and other estab.	Own and other estab.	Own and other estab.	Own and other estab.	351
Pickups and foreigners	Own establishment	High and bus. schools	Own establishment	352
Other plants	Own establishment	Own establishment		353
Own establishment	Locally	Locally	Locally and other estab.	354
High school	City boys	Promotion	Train in establishment	355
Trained in estab.	From schools	Train	Train	356
Other places	Local	Any source	Out of city	357
From other stores	Local			358
				359
				360
Trained in estab.	School	Clerks		361
Open market	Open market	Business houses	Train in establishment	362
		Train in office—from school		363
Anywhere	Anywhere	Anywhere		364
	Local	Homes	Own establishment	365
Advertising				366
Local	Local	Local	Local	367
Trained in store	Trained in store	High school—com'l coll.	Promoted	368
General public		Promotion		369
Public school		Business college		370
Other establishments	Schools and own estab.	Schools and own estab.	Schools and own estab.	371
Own and other estab.	Other stores and app.	Commercial college and other establishments		372
Applications	Advertisements and own establishment	Locally and own estab.	Own establishment	373
			Applications	374
Commercial schools and application	Schools and applica.	Schools and application	Schools and applica.	375
High schools	High school	Schools	Own establishment	376
Experienced—applica.	Advertisements	Advertisements	Advertisements	377
Applications				378
Other establishments	Locally	Locally and outside	Other stores	379
Application and adver.	Own estab. and adv.	Own establishment	Own establishment	380
Own and outside estab.	Own estab. and app.	Application	Own establishment and advertisement	381
			Applications	382
Application	Other establishments	Other establishments	Application	383
Application	Application	Application	Application	384
Application				385
Own establishment	Own establishment			386
Other establishments				387
Own establishment	Schools	Business college	Own establishment	388
Grammar and high sch.	None	Grammar and High school		389
				390
Local	Local	Local	From other firms	391
Pickups	Own establishment	Own establishment	Locally	392
Application	Locally	Locally	Other plants	393
Other foundries	Own establishment	Business college	Shop	394
Shop	Locally	Locally	Stockholders	395
Own establishment	Own establishment	Own establishment	Other companies	396
Telephone companies	Other telephone cos.	Own establishment	Own establishment	397
No special	Application	Training school	Other companies	398
Other companies	Advertising			
Open market				



TABLE II. CONTINUED—EMPLOYERS' ATTITUDE TOWARD INDUSTRIAL

Number of establishment	Nature of Business	Employers' Attitude Toward Training			Employers' Difficulty in Obtaining Help		Number now training for advanced skill, foremen, superintendents, etc.
		Would efficiency and opportunity of employees be increased by public preparatory schools between the ages of 14 and 16?	Would practical day trade schools giving one year or more to specialized training after 16 years of age meet problem of unskilled employees?	Would part time or evening schools help unskilled workers to advance to high grade positions?	Do you have difficulty in obtaining or training skilled help?	Do you have difficulty in obtaining or training employees to act as foremen or department heads?	
399	Telephone companies	Yes	Yes	Yes	Yes	Yes	20
400	Telephone companies	Yes	Yes	Yes	Yes	Yes	8
401	Telephone companies	Yes	Yes	Yes	No	No	10
402	Telephone companies	Yes	Yes	Yes	Yes	Yes	
403	Tobaccos, cigars and smoking	No	Yes	Yes	No	No	3
404	Tobaccos, cigars and smoking	Yes	No	No	No	No	
405	Tobaccos, cigars and smoking	Yes	Yes	Yes	No	No	
406	Tobaccos, cigars and smoking	No	No	No	No	No	
407	Tobaccos, cigars and smoking	No	No	No	No	No	
408	Vinegar and cider	Yes	No	No	Yes	Yes	1
409	Vinegar and cider	Yes	Yes	Yes	No	Yes	
410	Washing machines	Yes	Yes	Yes	Yes	Yes	
411	Washing machines	Yes	Yes	Yes	No	No	
412	Washing machines	Yes	Yes	Yes	No	No	
413	Water works	Yes	Yes	Yes	Some	No	
414	Wholesale grocers	Yes	Yes	Yes	Some	No	
415	Wholesale grocers	Yes	Yes	Yes	Yes	Yes	11
416	Wire works	Yes	Yes	Yes	Yes	Yes	
417	Miscellaneous	No	No	No	No	No	
418	Miscellaneous	No	No	Yes	No	No	
419	Miscellaneous	Yes	Yes	Yes	No	No	
420	Miscellaneous	Yes	Yes	Yes	No	No	
421	Miscellaneous	Yes	Yes	Yes	No	Yes	
422	Miscellaneous	Yes	Yes	Yes	No	No	
							961

- (1) Not at present.
- (2) Unless thorough, no.
- (3) Day school preferred.
- (4) Discontent? No.
- (5) To some extent.
- (6) Not warrant expense.
- (7) Small plans not heeded.
- (8) Evening schools.
- (9) Not in smaller towns.
- (10) Do not know.
- (11) Disciplined to obey orders.
- (12) From under 18 apprentices.
- (13) For machinists.
- (14) Most unskilled workers are married.
- (15) Same value.
- (16) Trained in shop.
- (17) Work all special.
- (18) In certain branches.
- (19) Would have good effect.
- (20) Don't know; object to expense.
- (21) Don't know.
- (22) Same reasons.
- (23) Requires ability.
- (24) Prefer to train.
- (25) Don't know.
- (26) Object to expense.
- (27) Night school.

TRAINING AND DIFFICULTY IN, AND SOURCES OF OBTAINING HELP.

Source of obtaining employees of high grade skill	Sources of Obtaining Help			Number of establishment
	Source of obtaining employees of medium or low grade skill	Source of obtaining office help or salesmen	Source of obtaining superintendents, foremen, office managers and department heads	
Own establishment	Own establishment	Own establishment	Own establishment	389
Locally and other cos.	Locally and own estab.	Locally and own estab.	Own establishment	400
Other companies	Locally	Locally	Advanced	401
Locally	Locally	Locally	Locally and own estab.	402
Own establishment	Own establishment	Outside	Promotion	403
Advertising and app.	Own establishment	Business college	Advanced from ranks	404
Application	Own establishment	Application	Application	405
Own establishment	Own establishment	Own establishment	Business coll. and other firms	406
Own establishment	Own establishment	Own establishment	Own establishment	407
Own establishment	Own establishment	Own establishment	Own establishment	408
Own and other estab.	Common labor and own establishment	Own establishment	Own establishment	409
Promiscuous	Any	Import	Own establishment	410
Locally	Locally	Own establishment	Own establishment	411
Own establishment	Application and own es.	Business college	Own establishment	412
Engineers—other fact'r's	Own establishment	Train in establishments	Train in plant	413
Commercial colleges	Own establishment	Promotion	Own establishment	414
Own estab. and agencies	Own establishment	Own establishment	Own establishment	415
Trained	Local	Local	Own establishment	416
Locals	Locals	No local	Advanced	417
Other establishments	Application and own es.	Business college—other establishments	Advanced	418
Own establishment	Pickups	Own establishment	Experienced	419
Own establishment	Own establishment	Own establishment	Own establishment	420
Own establishment	Own establishment	Own establishment	Own establishment	421
Locally	Locally	Locally	Locally and outside	422



TABLE III.—ATTITUDE OF ORGANIZED

Marginal number	Name of organization	Do you favor pre-vocational course in occupation finding in grades?	Do you favor industrial or preparatory schools for children between 14 and 16?	Do you favor trade schools to learn rudiments of trades and industries?	Do you favor technical courses in high school work?	
					In regular high school	In separate institutions
1	Barbers	Yes	Yes	Yes	No	No
2	Barbers	Yes	Yes	Yes	No	Yes
3	Bartenders	Yes	Yes	Yes	Yes	Yes
4	Bartenders	Yes	Yes	Yes	Yes	No
5	Blacksmiths	Yes	Yes	Yes	Yes	No
6	Blacksmiths	Yes	Yes	Yes	Yes	No
7	Blacksmiths	Yes	Yes	Yes	Yes	No
8	Brewery workers	Yes	Yes	Yes	No	No
9	Brick layers	Yes	Yes	Yes	No	Yes
10	Brick layers	Yes	Yes	Yes	No	Yes
11	Brick layers	No	No	No	No	No
12	Cigar makers	Yes	Yes	No	No	No
13	Cigar makers	Yes	Yes	Yes	Yes	Yes
14	Cigar makers	No	No	No	No	No
15	Cigar makers	No	No	No	No	No
16	Cigar makers	Yes	Yes	Yes	Yes	Yes
17	Cigar makers	Yes	Yes	Yes	Yes	Yes
18	Cigar makers	Yes	Yes	Yes	Yes	Yes
19	Carmen, railway	Yes	Yes	Yes	Yes	Yes
20	Carmen, railway	Yes	Yes	Yes	No	Yes
21	Carpenters	Yes	Yes	Yes	Yes	Yes
22	Carpenters	Yes	Yes	Yes	Yes	Yes
23	Carpenters	Yes	Yes	Yes	Yes	Yes
24	Carpenters	Yes	Yes	Yes	Yes	Yes
25	Carpenters	Yes	Yes	Yes	Yes	Yes
26	Carpenters	Yes	Yes	Yes	No	Yes
27	Clerks, postoffice	Yes	Yes	Yes	Yes	Yes
28	Conductors, railway	Yes	Yes	Yes	Yes	Yes
29	Electrical workers	Yes	Yes	Yes	Yes	Yes
30	Electrical workers	No	No	No	No	Yes
31	Electrical workers	Yes	Yes	No	No	No
32	Electrical workers	Yes	Yes	Yes	Yes	Yes
33	Engineers, locomotive	Yes	Yes	Yes	Yes	Yes
34	Engineers, locomotive	Yes	Yes	Yes	Yes	Yes
35	Engineers, locomotive	Yes	Yes	Yes	Yes	Yes
36	Engineers, locomotive	Yes	Yes	Yes	Yes	Yes
37	Engineers, locomotive	Yes	Yes	Yes	Yes	Yes
38	Engineers, locomotive	Yes	Yes	Yes	Yes	Yes
39	Engineers, locomotive	Yes	Yes	Yes	Yes	No
40	Engineers, locomotive	Yes	Yes	Yes	Yes	No
41	Engineers, stationary	Yes	Yes	Yes	Yes	Yes
42	Engineers, stationary	Yes	Yes	Yes	Yes	Yes
43	Engineers, stationary	Yes	Yes	Yes	Yes	Yes
44	Engineers, stationary	No	Yes	No	Yes	Yes
45	Engravers, photo	Yes	Yes	No	Yes	No
46	Machinists	Yes	Yes	Yes	Yes	Yes
47	Machinists	No	Yes	No	No	Yes
48	Machinists	No	No	No	No	No
49	Machinists	No	No	No	No	No
50	Miners	Yes	Yes	Yes	Yes	Yes
51	Miners	Yes	Yes	Yes	Yes	Yes
52	Miners	No	Yes	No	No	Yes
53	Miners	Yes	Yes	Yes	Yes	Yes
54	Miners	Yes	Yes	Yes	Yes	Yes
55	Miners	Yes	Yes	Yes	Yes	Yes
56	Miners	Yes	Yes	Yes	Yes	Yes
57	Miners	Yes	Yes	Yes	Yes	Yes
58	Miners	Yes	Yes	Yes	No	Yes
59	Molders, iron	No	No	No	No	No
60	Molders, iron	Yes	Yes	Yes	No	No
61	Molders, iron	Yes	Yes	Yes	No	No
62	Painters and decorators	Yes	Yes	Yes	No	Yes
63	Painters and decorators	Yes	Yes	Yes	No	Yes
64	Plumbers	Yes	No	No	Yes	Yes
65	Plumbers	No	No	No	No	Yes
66	Plumbers	Yes	Yes	Yes	No	Yes

LABOR TO VOCATIONAL TRAINING.

Do you favor one-half day continuation schools between 14 and 18 years of age?	Do you favor half time system schools—work ½ day, attend school ½ day?	Do you favor night schools?		Should Labor Organizations Co-operate?	Marginal number
		Same as day school for juvenile workers	Adapted to adult workers		
Yes	Yes	Yes	Yes		1
Yes	Yes	Yes	Yes		2
Yes	Yes	Yes	Yes	Yes	3
Yes	Yes	Yes	Yes	Yes	4
No	Yes	No	No	Should help heartily	5
Yes	Yes	Yes	Yes	Help all they can	6
Yes	No	Yes	Yes	They should help	7
Yes	Yes	No	Yes	Yes	8
Yes	No	No	Yes	Should help	9
No	No	Yes	No		10
Yes	No	Yes	Yes	Should co-operate	11
Yes	Yes	No	Yes	Should co-operate	12
Yes	Yes	Yes	Yes	More support	13
No	No	Yes	Yes	Book teaching only	14
No	No	No	No	Should not	15
Yes	Yes	Yes	Yes		16
No	No	Yes	Yes		17
Yes	Yes	Yes	No		18
Yes	Yes	Yes	Yes	Should assist	19
Yes	Yes	Yes	Yes	Should help	20
No	Yes	No	No	Should not help	21
No	Yes	Yes	Yes	Should help	22
Yes	Yes	Yes	Yes	Heartily help	23
Yes	Yes	Yes	Yes		24
Yes	Yes	Yes	Yes		25
Yes	Yes	Yes	Yes	Heartily co-operate	26
Yes	Yes	Yes	Yes	Should take interest	27
No	No	No	Yes	The state should found schools	28
Yes	Yes	No	Citizens only	Should help in every way	29
No	No	Yes	Yes	Should assist evening schools	30
Yes	No	Yes	Yes		31
Yes	Yes	Yes	Yes		32
Yes	Yes	Yes	Yes	Should help in every way	33
Yes	Yes	No	Yes	Should help in every way	34
No	Yes	Yes	Yes	Should recognize them	35
Yes	Yes	Yes	Yes	Should help	36
Yes	Yes	Yes	Yes	Should co-operate	37
Yes	Yes	No	Yes	Should co-operate heartily	38
Yes	Yes	Yes	Yes	Should help	39
No	No	No	Yes	Should give help	40
Yes	Yes	Yes	Yes	Should help	41
No	No	Yes	Yes	Should elect men who believe in them	42
Yes	No	Yes	Yes	Should help in every way	43
No	No	Yes	Yes	Should help all they can	44
No	Yes	Yes	Yes	Should recommend	45
Yes	Yes	Yes	Yes, for citizens	To the fullest extent	46
No	No	Yes	Yes	No	47
No	No	Yes	Com. branches only		48
No	No	Yes	Yes		49
Yes	Yes	Yes	Yes	To the fullest extent	50
Yes	No	Yes	Yes	Should help in every way	51
No	No	Yes	Yes		52
Yes	Yes	No	Yes	Should help	53
Yes	Yes	Yes	Yes		54
Yes	Yes	Yes	Yes	Should contribute to the fund	55
Yes	No	No	Yes		56
Yes	Yes	Yes	Yes		57
No	Yes	No	No	Should help	58
No	No	No	No	Poor policy to help	59
Yes	Yes	Yes	Yes		60
Yes	Yes	Yes	Yes	Separate schools desirable	61
Yes	Yes	Yes	Yes	Yes	62
No	Yes	No	Yes	Should be given support	63
Yes	No	Yes	Yes		64
Yes	No	No	Yes	Should co-operate	65
Yes	No	No	Yes		66



TABLE III.—ATTITUDE OF ORGANIZED

Marginal number	Name of organization	Do you favor pre-vocational course in occupation finding in grades?	Do you favor industrial or preparatory schools for children between 14 and 16?	Do you favor trade schools to learn rudiments of trades and industries?	Do you favor technical courses in high school work?	
					In regular high school	In separate institutions
67	Pressmen, printing	No	No	No	No	No
68	Sheet metal workers	Yes	Yes	Yes	Yes	Yes
69	Sheet metal workers	Yes	Yes	Yes	Yes	No
70	Stage employees	Yes	Yes	Yes	Yes	No
71	Street railway employees	No	No	No	Yes	No
72	Switchmen	Yes	Yes	Yes	Yes	Yes
73	Switchmen	Yes	Yes	Yes	Yes	No
74	Teamsters and chauffeurs	Yes	Yes	Yes	No	Yes
75	Trades assembly	Yes	Yes	No	Yes	Yes
76	Trades assembly	Yes	Yes	Yes	Yes	Yes
77	Trades assembly	Yes	Yes	Yes	No	Yes
78	Trainmen, railway	Yes	Yes	Yes	Yes	Yes
79	Trainmen, railway	Yes	Yes	Yes	No	Yes
80	Trainmen, railway	Yes	Yes	Yes	No	Yes
81	Trainmen, railway	Yes	Yes	Yes	Yes	Yes
82	Trainmen, railway	Yes	Yes	Yes	Yes	Yes
83	Typographical Union	Yes	Yes	Yes	Yes	Yes
84	Typographical Union	No	Yes	No	Yes	No
85	Typographical Union	Yes	Yes	Yes	Yes	Yes
86	Miscellaneous	Yes	Yes	Yes	Yes	Yes
87	Miscellaneous	Yes	Yes	Yes	Yes	Yes
88	Miscellaneous	Yes	Yes	Yes	No	Yes
89	Miscellaneous	Yes	Yes	Yes	Yes	Yes
90	Miscellaneous	Yes	Yes	Yes	Yes	Yes
91	Miscellaneous	Yes	Yes	Yes	Yes	Yes
92	Miscellaneous	Yes	Yes	Yes	Yes	Yes
93	Miscellaneous	Yes	Yes	Yes	Yes	Yes
94	Miscellaneous	Yes	Yes	Yes	Yes	Yes
95	Miscellaneous	Yes	Yes	Yes	Yes	Yes
96	Miscellaneous	Yes	Yes	Yes	No	Yes

LABOR TO VOCATIONAL TRAINING—CONTINUED.

Do you favor one-half day continuation schools between 14 and 18 years of age?	Do you favor half time system schools—work ½ day, attend school ½ day?	Do you favor night schools?		Should Labor Organizations Co-operate?	Marginal number
		Same as day school for juvenile workers	Adapted to adult workers		
No	No	No	No	Should help in every possible way	67
Yes	Yes	Yes	Yes	To the fullest extent	68
Yes	Yes	Yes	Yes	Fullest help given	69
Yes	Yes	Yes	Yes	Teachers should be union men	70
No	No	Yes	No	Unions should urge it in legislature	71
No	Yes	No	Yes	Should be given hearty support	72
Yes	Yes	Yes	Yes	Should help	73
Yes	Yes	No	Yes, citizen	Should help	74
Yes	Yes	Yes	Yes	Should help	75
No	No	No	Yes	Should encourage	76
Yes	Yes	No	Yes	Should help in every way	77
No	No	No	Yes	Should help children in school	78
No	No	Yes	Yes	Should help	79
Yes	Yes	Yes	Yes	All they can to assist	80
No	Yes	Yes	Yes	Should do all they can	81
Yes	Yes	No	Yes	Should help	82
Yes	Yes	Yes	Yes	Should help	83
No	No	Yes	Yes	Union men should instruct	84
Yes	Yes	Yes	Yes		85
Yes	Yes	Yes	Yes	Should help	86
Yes	Yes	Yes	Yes	Should not be taxed. Should help to chose occupation	87
Yes	No	Yes	Yes	Should pay tax	88
Yes	Yes	Yes	Yes	Should encourage and help financially	89
Yes	No	Yes	Yes		90
Yes	No	Yes	Yes	To the fullest extent	91
No	No	Yes	Yes	Should assist	92
Yes	Yes	Yes	Yes	Should help	93
No	Yes	Yes	Yes	Should co-operate	94
					95
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